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salaries

Salaries

OF ENGINEERS IN EDUCATION 1986

SALARIES OF ENGINEERS IN EDUCATION 1986

A Report of a Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION

American Association of Engineering Societies, Inc.
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EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin*, which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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TABLE OF CONTENTS

Introduction vii
Survey Methodology viii
Presentation of Results ix
Some Findings x
Table: Salaries of Engineers in Education, 1986: Median Compensation and Numbers of Cases, by Rank, Type of Institution, and Contract Type xii

All Institutions 1
Full Professors, All Contracts 3
Full Professors, 9-10 Month Contracts 4
Full Professors, 11-12 Month Contracts 5
Associate Professors, All Contracts 6
Associate Professors, 9-10 Month Contracts 7
Associate Professors, 11-12 Month Contracts 8
Assistant Professors, All Contracts 9
Assistant Professors, 9-10 Month Contracts 10
Assistant Professors, 11-12 Month Contracts 11
Instructors, All Contracts 12
Instructors, 9-10 Month Contracts 13
Instructors, 11-12 Month Contracts 14
Researchers & Non-Teaching Faculty, All Contracts 15
Researchers & Non-Teaching Faculty, 9-10 Month Contracts 16
Researchers & Non-Teaching Faculty, 11-12 Month Contracts 17
Administrators, All Contracts 18
Administrators, 9-10 Month Contracts 19
Administrators, 11-12 Month Contracts 20

Engineering Schools, With Details for Ph.D-Granting and Non-Ph.D-Granting Institutions .. 21
Full Professors, All Contracts 22
Full Professors, 9-10 Month Contracts 24
Full Professors, 11-12 Month Contracts 26
Associate Professors, All Contracts 28
Associate Professors, 9-10 Month Contracts 30
Associate Professors, 11-12 Month Contracts 32
Assistant Professors, All Contracts 34
Assistant Professors, 9-10 Month Contracts 36
Assistant Professors, 11-12 Month Contracts 38
Instructors, All Contracts 40
Instructors, 9-10 Month Contracts 42
Instructors, 11-12 Month Contracts 44
Researchers & Non-Teaching Faculty, All Contracts 45
Researchers & Non-Teaching Faculty, 9-10 Month Contracts 47
Researchers & Non-Teaching Faculty, 11-12 Month Contracts 49
Administrators, All Contracts 51
Administrators, 9-10 Month Contracts 53
Administrators, 11-12 Month Contracts 55

Engineering Technology Schools: 57
Full Professors, All Contracts 58
Full Professors, 9-10 Month Contracts 59
Associate Professors, All Contracts 60
Associate Professors, 9-10 Month Contracts 61
Assistant Professors, All Contracts 62
Assistant Professors, 9-10 Month Contracts 63
Instructors, All Contracts 64

Appendix 65

SALARIES OF ENGINEERS IN EDUCATION

Introduction

This is the Engineering Manpower Commission's 18th survey of the salaries of engineering educators in the United States. As in previous EMC studies, the data were gathered from a survey of colleges and universities. The survey was limited to full-time faculty with degrees in engineering. Faculty salaries were reported for six ranks: full professors, associate professors, assistant professors, instructors, researchers or other non-teaching staff, and administrators. In this report, the data collected for the survey are presented for all engineering educators, for those who are teaching in Ph.D-granting and non-Ph.D-granting engineering schools, and for those in schools of engineering technology. Separate tabulations and maturity curves are provided for all contracts, 9-10 month contracts, and 11-12 month contracts. Approximately 85 percent of the educators covered by the survey were working on 9-10 month contracts; 11-12 month arrangements were more common, however, for the researchers and the administrators.

The data reflect regular allowances and base salaries as of February 1, 1986. Participating institutions were instructed to exclude all other kinds of compensation, such as payments for additional teaching not covered by regular contracts, consulting fees, etc. The survey does *not* distinguish among the several engineering disciplines, such as differences in median pay among departments of civil, chemical, electrical or mechanical engineering.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means. Separate salary data are provided for up to 18 experience brackets, based on the number of years since attainment of the bachelor's degree. In addition, summaries of these statistics across all levels of experience have been added to the tabulations for 1986. The salary figures are smoothed-curve estimates across all experience brackets, and the corresponding maturity curves are displayed for all tabulations.

For the 1986 survey, more stringent rules have been adopted to ensure that salary estimates are based on a reasonable number of data points, and to eliminate some problems associated with the curve smoothing process. Smoothing is useful because random variations in the response for any particular experience bracket will tend to obscure general compensation trends, especially for subgroups where the number of data points may not be very large. "Raw," unmodified data tend to reflect these year-to-year variations in response as much as they signal the underlying salary trends which are the objective of these studies; accordingly, since 1968 EMC has used smoothed-curve estimates in its salary studies instead of the raw results. Since each set of data for a maturity curve is smoothed independently, occasional anomalies can arise (for example, a value for a low decile salary can wind up looking larger than the corresponding low quartile salary in the same experience bracket). Typically such problems have occurred at the extremes of distributions and in tabulations based on only marginally acceptable numbers of cases. EMC's new rules for 1986 effectively eliminate most of these problems. For details, see the comments on methodology, below.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for more than 35 years. EMC's reports on the salaries of engineers in industry and government include *Professional Income of Engineers*, which first appeared in 1953, and the *Special Industry Report*, first issued in 1966, which adds details on variations in engineering salaries among those with B.S., M.S. and Ph.D degrees. The series of reports on *Salaries of Engineers in Education* (originally titled *Salaries and Income of Engineering Teachers*) began in 1956. Like EMC's industry surveys, the faculty compensation studies were issued every other year up through 1978; from 1980 through 1984, they were done annually. No separate salary survey of engineering educators were done in 1985, however, and none will be done in 1987; the next survey of engineering faculty is scheduled for 1988. EMC's surveys of industry compensation continue to take place every year.

In addition to these detailed statistical volumes, a summary of the results of EMC's 1986 salary surveys, with special data on trends over time, is available in "Engineering Salaries, 1986," issue number 82 (November, 1986) of the *Engineering Manpower Bulletin*.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to measure trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on the rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. That is, variations in engineering pay *within* specific matched positions can be as large as variations *between* positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. In the final analysis, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people. These observations apply to academic salaries as well as to industry rates.

Survey Methodology

Questionnaires were mailed in January and February, 1986 to EMC's national list of engineering schools. Responses representing 14,231 faculty were obtained from 252 institutions. In their report for the Fall, 1985 survey of engineering faculty and graduate students, sponsored by the American Society of Engineering Educators, Paul Doigan and Mack Gilkeson estimated that 20,400 full-time faculty positions were authorized, but that 1,800 of these positions were vacant. Thus EMC's study covers roughly three-quarters of the possible survey universe, a response level that is similar to that obtained in 1984. The excellent cooperation provided by engineering schools means that EMC's usual rule of requiring at least 200 data points before reporting any particular tabulation of salaries can be relaxed in the educator's survey, for with such a large proportion of the potential cases covered by the data, problems arising from sampling errors are comparatively minor. (In 1986, EMC also obtained data on the salaries of 85,938 engineers in 262 private industry establishments and 4,978 engineers employed by federal, state or local governments.)

Salaries were reported on two matched forms, one for assistant, associate, and full professors, the other for instructors, researchers and non-teaching faculty, and administrators. A labeling error on the latter form was corrected with a second mailing to all schools, asking each participant to insert the correct identifiers on the form (as has been done on the copies in the appendix to this report) so that all parties would be certain that the desired information was being collected. After keying in the data, machine-based records were compared with the original forms to verify the accuracy of the work. Preliminary tabulations were run to confirm manual counts of the number of responding institutions and the number of engineers represented by the data. Further processing of the data included these steps:

1. Within detailed subgroups, such as the group of associate professors on 9-10 month contracts at non-Ph.D-granting engineering schools, at least 100 cases were required before statistics would be reported. Two hundred cases are required for subgroup analysis in EMC's industry compensation studies, where sampling issues are more salient, as noted above. The smaller 100-case limit used for the engineering educators' survey is based not on sampling considerations but rather on the need for minimal numbers of data points in order to provide a reasonable amount of precision in deriving the medians, deciles and other statistics that are the outputs of the research. To illustrate, EMC obtained data in 1986 on a total of 27 assistant professors who were working on 11-12 month contracts in engineering technology schools. Since the 27 cases probably represent a substantial share of all of these relatively rare appointments, these data are not especially likely to be *inaccurate*, in the sense of being unrepresentative. But they are very likely to yield *imprecise* results, simply because 27 data points, spread across as many as eighteen separate experience brackets, are simply not enough to yield very meaningful estimates of the medians, quartiles, deciles and other statistics that EMC provides. Accordingly, this report is limited to those groups of engineering educators which were large enough to justify the computation of summary statistics.

2. Final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. The raw medians, quartiles, and other statistics were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. For example, if the median salary of faculty with a given level of experience is the 20th case in the $34,000-$35,999 bracket, and there are 39 cases in this bracket, then the median will be stated as $35,000. Such raw statistics are then converted, using data across all experience brackets, into smoothed curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters, a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. If there are less than five salaries reported for any given experience bracket, no corresponding smoothed-curve statistics are generated. (Note: EMC is considering alternative methods for curve smoothing for future compensation studies.)

3. Since each curve (for high and low deciles, high and low quartiles, medians, and means) is computed independently, anomalies are possible, such as curves apparently crossing or full professors receiving lower salaries than associate professors. Also, when the number of data points approaches EMC's 100-case minimum, curves can be easily distorted by random variations

in the reports for particular experience brackets, especially those for the less experienced teachers where EMC's use of one-year brackets may result in very small numbers of cases. EMC has adopted more stringent rules to help minimize the occurrence of crossed salary curves and other anomalous data. In 1986, curves were truncated when distributions at either tail were based on less than one percent of all cases in a particular tabulation; this change effectively eliminates virtually all crossovers (for example, low decile salaries that are larger than those reported for low quartiles). In most cases, these rules did not lead to the suppression of data, because data were not sufficient in the first place to extend the curves into these early-year areas. What the rule did achieve was to eliminate a number of cases where curves lacked a plausible degree of slope for those beginning their careers. In future compensation reports, these data will be excluded from the smooth-curve generation process itself, rather than being suppressed from final printed results. At the same time, EMC will provide the complete raw data tabulations as well as the smooth-curve estimates.

4. For certain subgroups—principally the administrators—substantial numbers of faculty were reported in the highest salary bracket ($69,000 and over). When this occurred, high-decile salaries—and in a few cases, high-quartile estimates as well— were underestimated. Rather than present misleading results, the underestimated data were removed from the published results of the study. Estimates of median salaries, the principal measure obtained from these studies, were not affected by this problem, which stemmed from a programming error which EMC's staff could not eliminate because source code for the computational routines was not available. EMC has switched to new computing systems, which will help to eliminate this type of problem in the future.

Data provided by participants in EMC salary surveys are confidential and only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of specific persons.

Presentation of Results

Curves and tables in this report are arranged as follows. Data for all engineering educators, irrespective of the types of institutions in which they work, are presented first. Separate tabulations and maturity curves are provided for full professors, associate professors, assistant professors, instructors, researchers and other non-teaching faculty, and administrators; within each of these groups, additional tabulations specify rates of compensation for those on 9-10 and 11-12 month contracts. This order of presentation is repeated for all subsequent sets of data in the report: faculty in engineering schools (with additional details for those in Ph.D-granting and non-Ph.D-granting institutions), and faculty in schools of engineering technology.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for academic data in 1986, less than $16,000 or more than $68,999). For 1986, the tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific individuals, but they are useful in assessing difference among groups.

Following are definitions for statistical terms used in the report:

Median: the point in a ranked array of data that is the mid-point of the series; the 50th percentile. The exact value may be interpolated.

Quartile: points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile.

Decile: points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but infrequently used in work on income because means are sensitive to the values of extreme cases, while medians are not.

Years Since Baccalaureate Degree: a measure of experience. In 1986, an engineer with zero years of experience received the bachelor's degree in 1985 or the first quarter of 1986. Engineers with two, three or more years of experience may have been working or may have been pursuing advanced degrees.

As in the past, blank charts are provided in the back of the report for the use of readers who may wish to plot additional curves.

Some Findings

Substantial gains have been realized in the compensation of engineers in education since EMC's previous survey of this sector in 1984. For full professors in Ph.D granting institutions with 9-10 month contracts (the most common arrangement), the median salary for 1986 was $49,950, compared to $43,400 two years earlier, a rise of about 7.25 percent per year. For full professors in non-Ph.D-granting engineering schools, the overall rates are lower but the proportionate gains are even more substantial, from $37,000 in 1984 to $44,150 in 1986, an increase of more than 9.2 percent per annum.

Similar rises characterize other ranks. Associate professors on 9-10 month contracts rose from $33,950 in 1984 to $39,300 in 1986 in Ph.D-granting institutions, and from $30,200 to $35,600 in non-Ph.D schools. Assistant professors with simliar contracts rose from $30,300 to $35,300 in the Ph.D-granting schools, and from $27,200 to $31,600 in the non-Ph.D schools. Faculty in schools of engineering technology also experienced substantial gains; full professors with 9-10 month contracts rose from $33,000 to $37,500, associate professors rose from $28,900 to $32,650, and assistant professors rose from $25,350 to $28,000.

Despite these gains, salaries of engineering educators still lag behind those for engineers with similar levels of experience and training in private industry. If allowance is made for the fact that most academic salaries are for 9-10 month contracts, full professors at the Ph.D-granting schools come closest to a sort of rough equivalence with industry, but they still fall short of rates for engineers with doctorates and similar amounts of experience. These gaps increase when comparisons shift to other types of institutions or to the lower faculty ranks. While most academics can supplement their pay with consulting assignments, summer teaching, or other added work, income from such sources would have to be very good indeed to make up the differences.

Compared to industry, engineers in education do not obtain very large increases for added experience, at least not within the main tenure-track ranks where most faculty are classed. Rather, appointment to higher ranks—from assistant to associate professorships, for example—is the more significant step. This situation needs to be kept in mind when interpreting the data contained in this report. For example, the relatively flat salary curves of associate professors do not accurately depict the total career history of individual engineering teachers, who are likely to begin their work as instructors and who may eventually be appointed to full professorships.

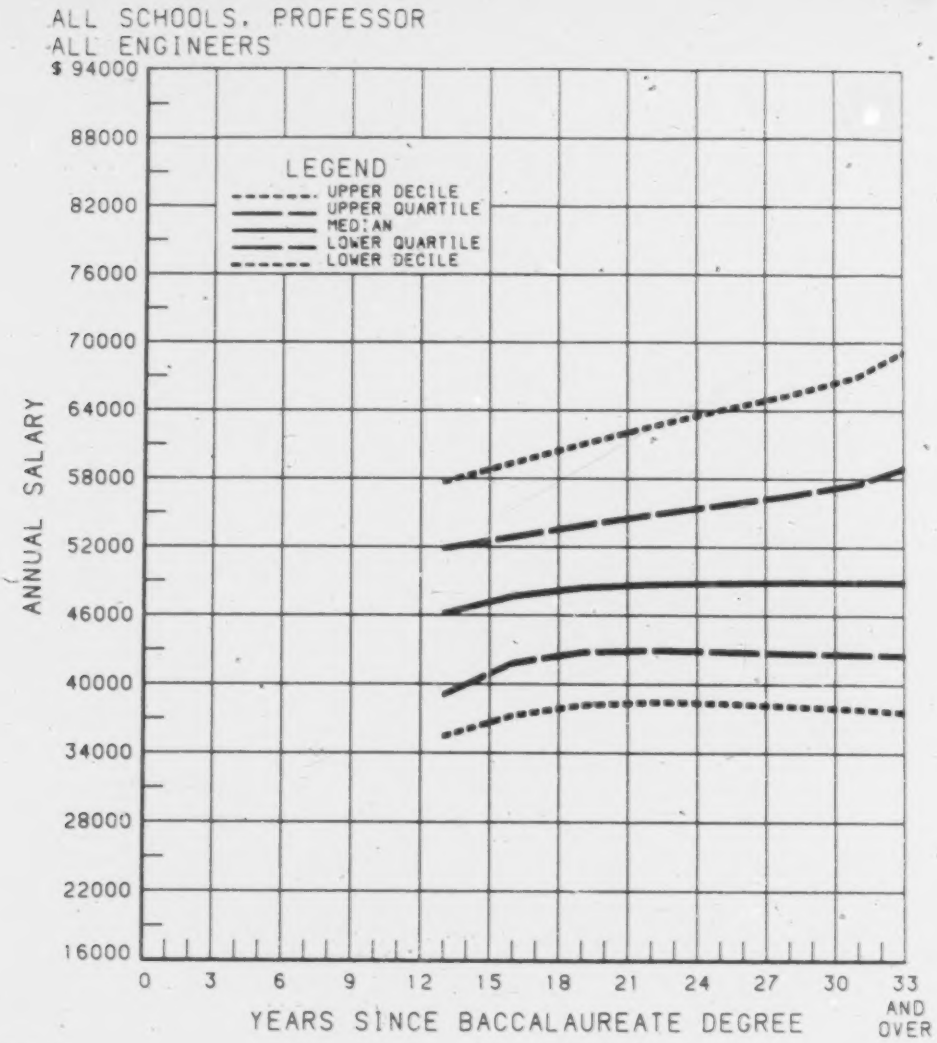
The table on the next page summarizes 1986 median salaries and numbers of cases for the survey as a whole.

EMC's Compensation Committee is continuing a thorough review, begun in 1985, of every aspect of these studies. Goals include increased participation in the surveys; refinements in the accuracy, variety, and extent of published data; and, most of all, accelerated production. In the near future, we hope to be able to publish salary data by Labor Day of the applicable survey year. In the longer run, EMC's plans call for salary surveys to be shifted to a mid-year data collection point, using rapid turnaround processing to be able to retain the late-summer publication objectives. Comments and suggestions are welcomed.

SALARIES OF ENGINEERS IN EDUCATION, 1986:
Median Compensation and Numbers of Cases, by Rank, Type of Institution, and Contract Type (N.A. = median not shown; insufficient data)

Rank and Type of Institution:	All Contracts: Cases	All Contracts: Median Salary:	9-10 Month Contracts: Cases:	9-10 Month Contracts: Median Salary:	11-12 Month Contracts: Cases:	11-12 Month Contracts: Median Salary:
ALL INSTITUTIONS:						
Full Professors	5,333	$48,700	5,086	$48,500	247	$54,900
Associate Professors	3,210	38,150	3,024	37,900	186	46,600
Assistant Professors	2,979	34,300	2,776	34,200	203	39,450
Instructors	944	30,300	805	30,100	139	30,950
Researchers/Non-Teaching	996	38,850	236	41,900	760	38,000
Administrators	819	58,900	184	51,200	635	60,900
ALL ENGINEERING SCHOOLS:						
Full Professors	5,143	$49,000	4,907	$48,800	236	$55,650
Associate Professors	3,026	38,450	2,860	38,150	166	48,000
Assistant Professors	2,770	34,650	2,594	34,500	176	41,200
Instructors	819	31,000	709	31,000	110	31,000
Researchers/Non-Teaching	960	39,200	218	44,000	742	38,000
Administrators	760	60,200	173	51,950	587	62,150
PH.D-GRANTING ENGINEERING SCHOOLS:						
Full Professors	4,354	$50,300	4,169	$49,950	185	$59,150
Associate Professors	2,386	39,300	2,242	38,950	144	50,650
Assistant Professors	2,284	35,300	2,136	35,050	148	43,800
Instructors	655	33,250	570	33,050	85	(N.A.)
Researchers/Non-Teaching	847	38,650	209	43,900	638	36,950
Administrators	612	62,450	140	55,300	472	64,100
NON-PH.D.-GRANTING ENGINEERING SCHOOLS:						
Full Professors	789	$43,750	738	$44,150	51	(N.A.)
Associate Professors	640	35,600	618	35,700	22	(N.A.)
Assistant Professors	486	31,600	458	31,800	28	(N.A.)
Instructors	164	24,050	139	24,750	25	(N.A.)
Researchers/Non-Teaching	113	41,150	9	(N.A.)	104	$40,800
Administrators	148	53,600	33	(N.A.)	115	55,900
ENGINEERING TECHNOLOGY SCHOOLS:						
Full Professors	190	$37,550	179	$37,500	11	(N.A.)
Associate Professors	184	32,450	164	32,650	20	(N.A.)
Assistant Professors	209	28,250	182	28,000	27	(N.A.)
Instructors	125	27,100	96	(N.A.)	29	(N.A.)
Researchers/Non-Teaching	36	(N.A.)	18	(N.A.)	18	(N.A.)
Administrators	59	(N.A.)	11	(N.A.)	48	(N.A.)

ALL INSTITUTIONS



SMOOTH CURVES

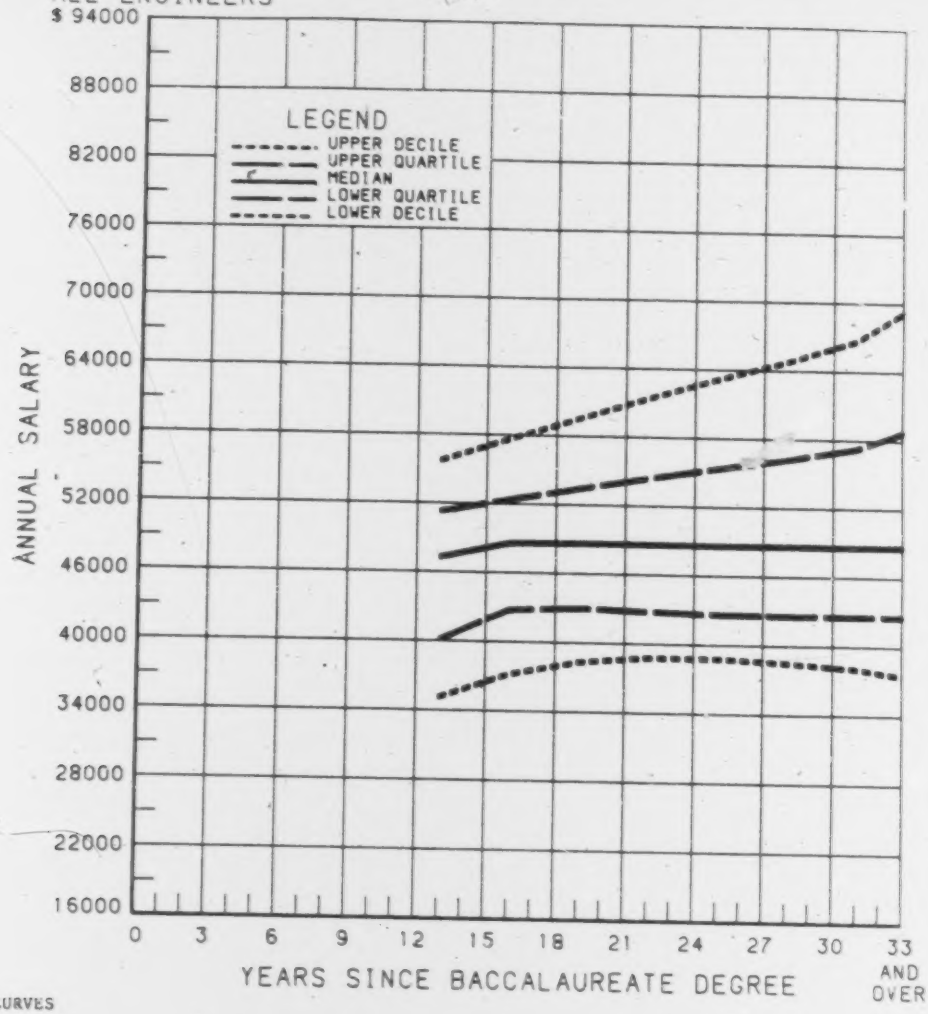
ALL SCHOOLS, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	2	2	5
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	57700	59350	61000	62550	64000	65350	66950	69150	65950
UPPER QUARTILE	0	51850	52850	53850	54800	55650	56500	57500	58900	56650
MEDIAN	0	46150	47650	48400	48700	48800	48900	48900	48900	48700
LOWER QUARTILE	0	39050	41800	42750	42900	42800	42650	42550	42500	42600
LOWER DECILE	0	35450	37250	38150	38400	38300	38050	37800	37550	37850
MEAN	0	46600	47700	48600	49300	49850	50300	50700	51000	50100
TOTAL NUMBER	10	55	177	412	625	762	788	892	1600	5333
NUMBERS OVER $69000	0	0	4	12	14	34	57	65	167	353
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 5333

ALL SCHOOLS, 9-10 MONTH, PROFESSOR
ALL ENGINEERS



SMOOTH CURVES

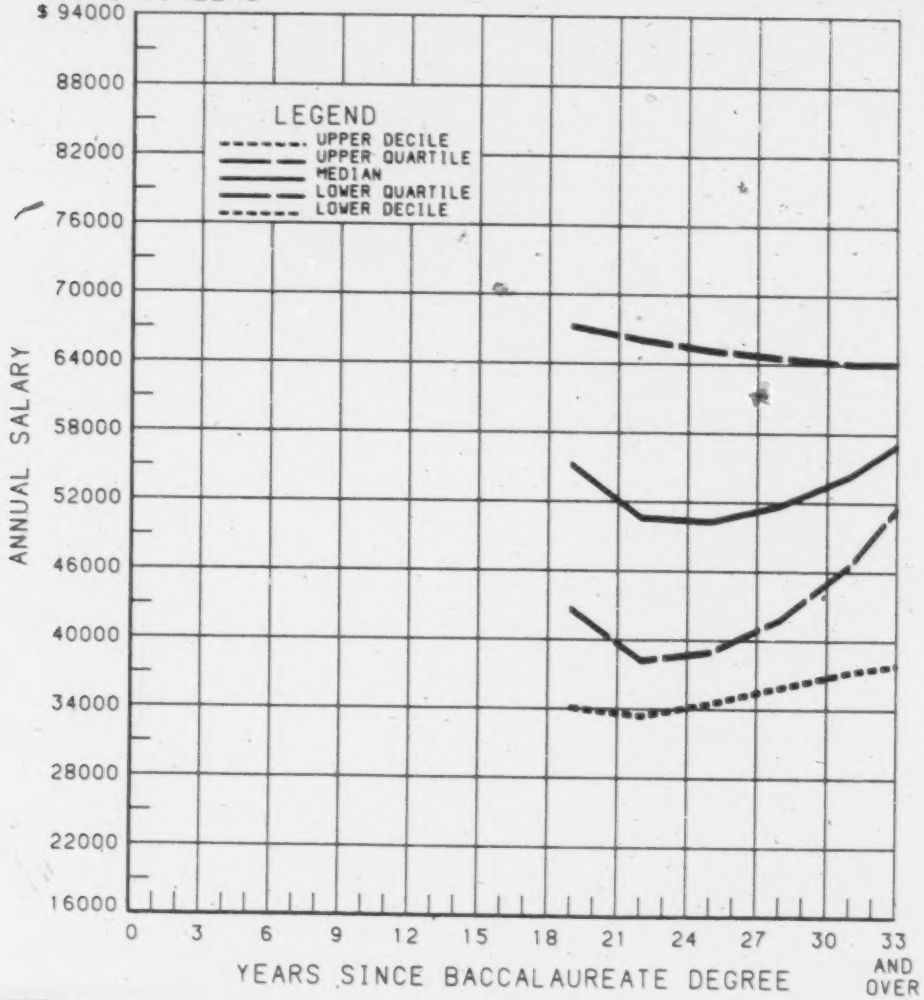
ALL SCHOOLS, 9-10 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	1	2	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	55700	57650	59550	61400	63150	64750	66650	69150	65300
UPPER QUARTILE	0	51250	52350	53400	54400	55350	56200	57250	58700	56250
MEDIAN	0	47250	48550	48600	48600	48600	48600	48600	48600	48500
LOWER QUARTILE	0	40100	42750	42950	42750	42600	42550	42550	42550	42550
LOWER DECILE	0	35100	37150	38300	38750	38750	38450	38000	37400	38050
MEAN	0	46100	47350	48350	49100	49700	50150	50550	50850	49900
TOTAL NUMBER	10	53	169	388	590	718	747	859	1542	5086
NUMBERS OVER $69000	0	0	3	5	9	24	47	62	160	310
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 5086

ALL SCHOOLS, 11-12 MONTH, PROFESSOR
ALL ENGINEERS



SMOOTH CURVES

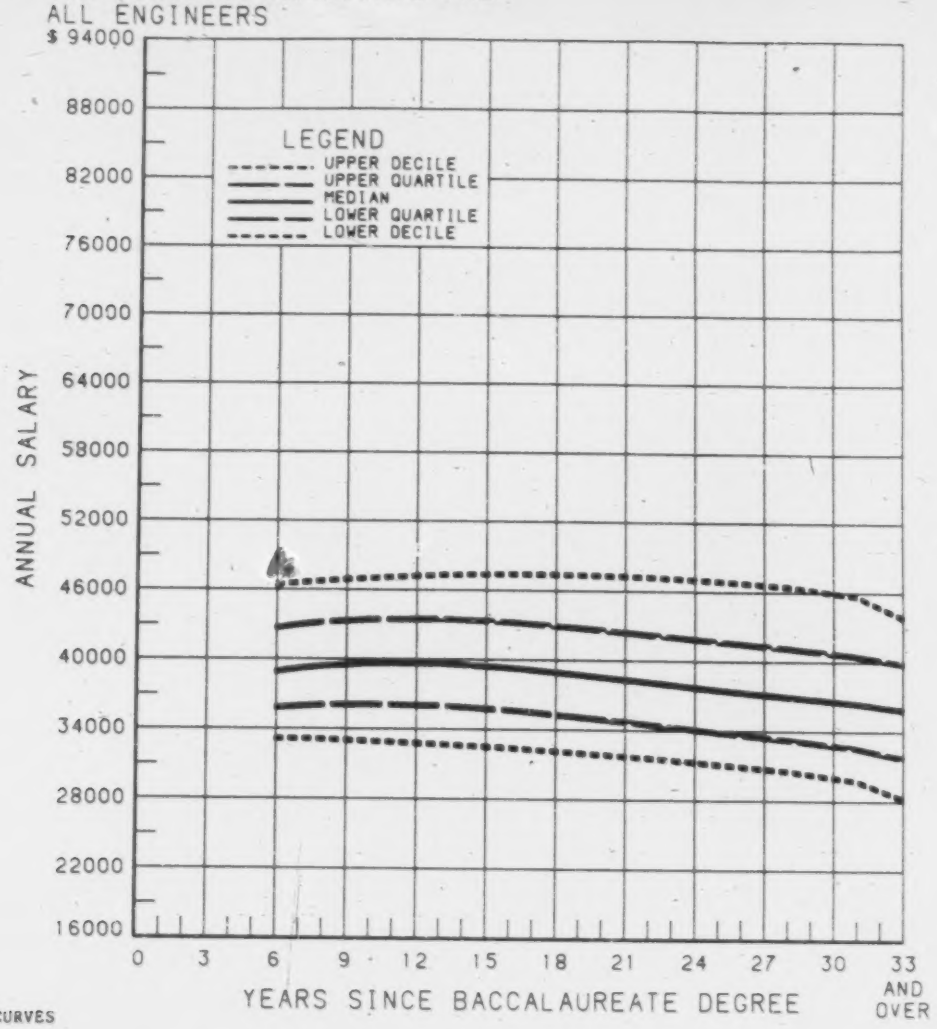
ALL SCHOOLS, 11-12 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	67200	66050	65150	64550	64050	64100	66000
MEDIAN	0	0	0	55150	50600	50300	51750	54350	57000	54900
LOWER QUARTILE	0	0	0	42600	38200	38950	41800	46600	51500	42750
LOWER DECILE	0	0	0	34050	33350	34500	35900	37250	37850	35750
MEAN	0	0	0	54250	51800	51950	53050	54650	56050	53900
TOTAL NUMBER	0	2	8	24	35	44	41	33	58	247
NUMBERS OVER $69000	0	0	1	7	5	10	10	3	7	43
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 247

ALL SCHOOLS, ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

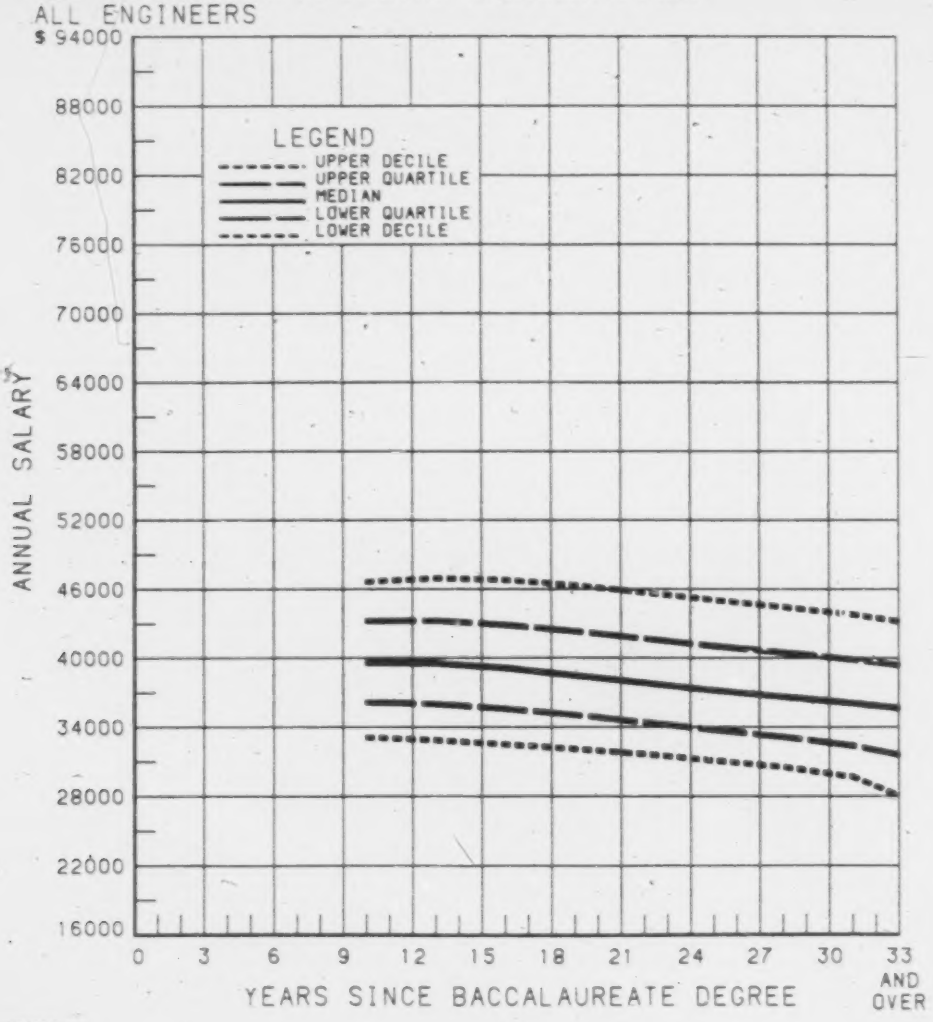
ALL SCHOOLS, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	46450	46600	46750
UPPER QUARTILE	0	0	0	0	0	0	42650	42950	43150
MEDIAN	0	0	0	0	0	0	38850	39150	39350
LOWER QUARTILE	0	0	0	0	0	0	35750	35900	36000
LOWER DECILE	0	0	0	0	0	0	33100	33100	33050
MEAN	0	0	0	0	0	0	39600	39700	39800
TOTAL NUMBER	0	0	0	0	0	1	6	9	11
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47000	47300	47400	47350	47200	46900	46450	45650	43800	46950
UPPER QUARTILE	43400	43450	43200	42750	42200	41650	41100	40450	39800	42300
MEDIAN	39600	39600	39250	38700	38100	37450	36900	36350	35800	38150
LOWER QUARTILE	36050	35950	35600	35050	34450	33800	33200	32500	31650	34300
LOWER DECILE	32900	32650	32350	31950	31550	31050	30500	29700	28150	31050
MEAN	39900	39850	39600	39250	38800	38300	37750	37050	36100	38600
TOTAL NUMBER	196	402	527	469	390	306	257	247	389	3210
NUMBERS OVER $69000	0	0	0	0	1	0	2	1	0	4
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 3210

ALL SCHOOLS, 9-10 MONTH, ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

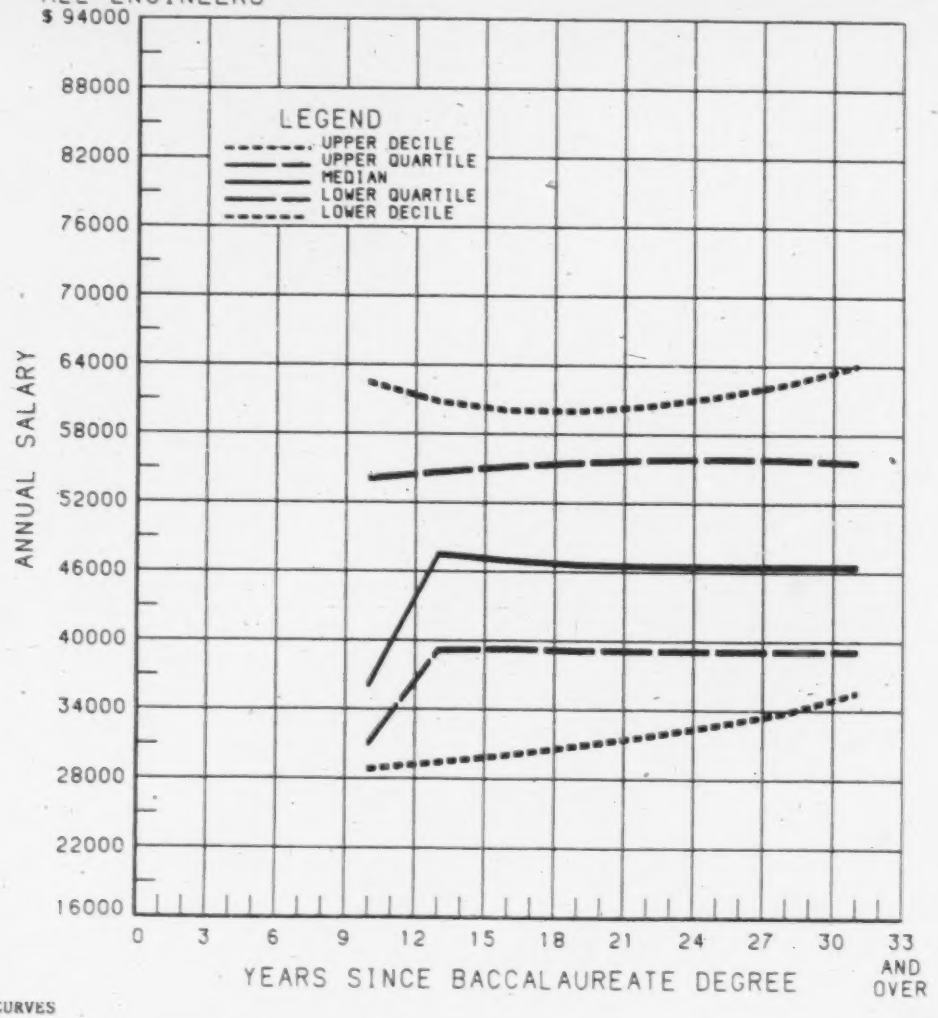
ALL SCHOOLS, 9-10 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	3	9	11
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46600	46900	46750	46300	45650	45000	44400	43750	43150	45950
UPPER QUARTILE	43200	43200	42850	42300	41650	41000	40450	39850	39350	41800
MEDIAN	39550	39500	39100	38450	37800	37150	36600	36050	35600	37900
LOWER QUARTILE	36100	35950	35550	35000	34350	33700	33100	32350	31550	34200
LOWER DECILE	33050	32800	32450	32050	31600	31050	30500	29650	28050	31100
MEAN	39700	39550	39200	38750	38200	37650	37100	36400	35600	38100
TOTAL NUMBER	188	380	493	445	354	289	243	232	376	3024
NUMBERS OVER $69000	0	0	0	0	1	0	0	0	0	1
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 3024

ALL SCHOOLS, 11-12 MONTH, ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

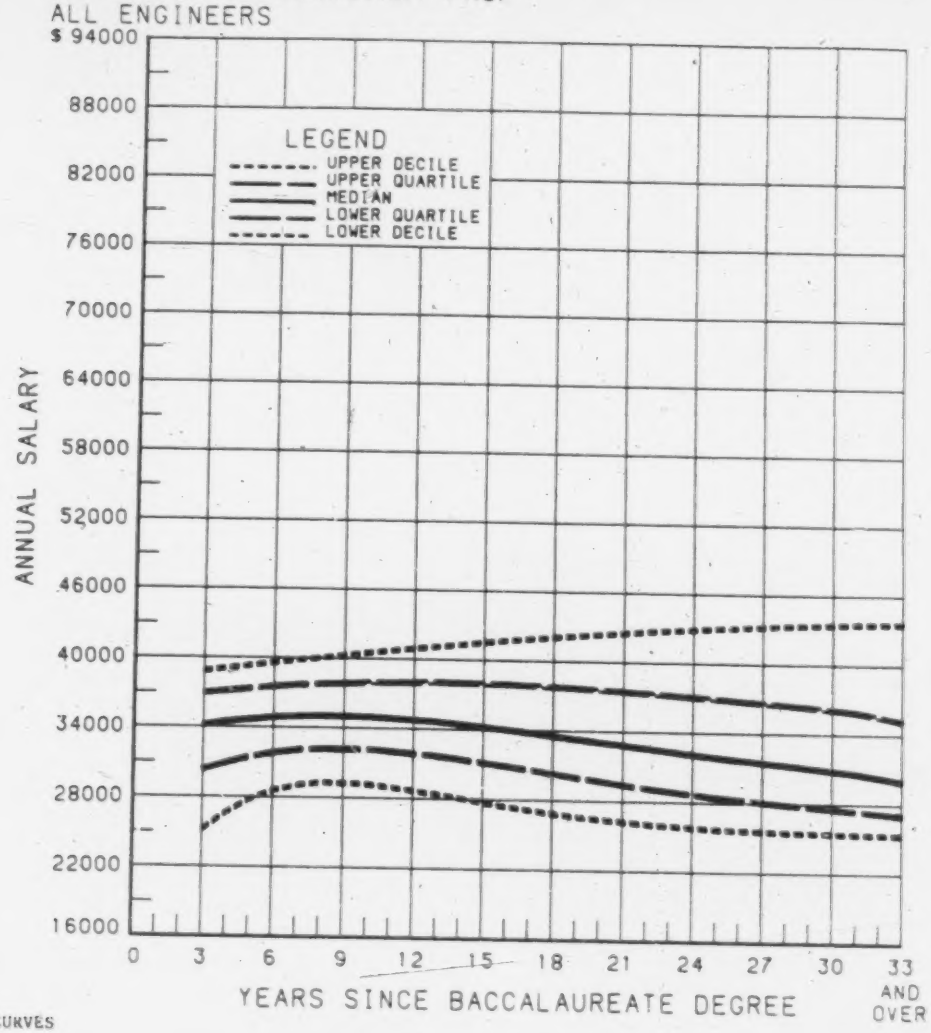
ALL SCHOOLS, 11-12 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	3	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	62450	60800	60050	60000	60450	61300	62400	64000	0	61350
UPPER QUARTILE	54050	54650	55150	55500	55750	55850	55800	55550	0	55450
MEDIAN	36100	47500	46950	46600	46500	46500	46500	46500	0	46600
LOWER QUARTILE	31050	39150	39250	39100	39100	39100	39100	39100	0	38950
LOWER DECILE	28800	29400	30050	30850	31700	32700	33800	35550	0	30100
MEAN	38900	47000	47100	47000	46950	46950	46950	46950	0	46650
TOTAL NUMBER	8	22	34	24	36	17	14	15	13	186
NUMBERS OVER $69000	0	0	0	0	0	0	2	1	0	3
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 186

ALL SCHOOLS, ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

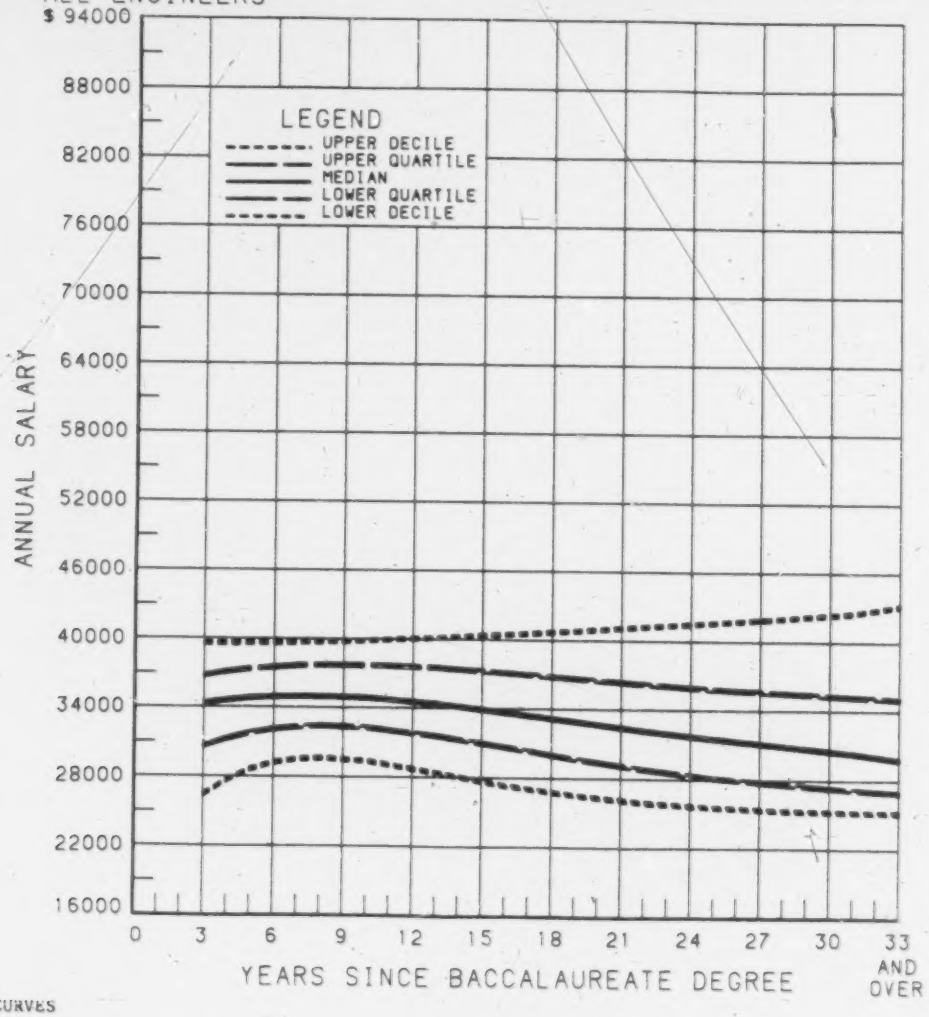
ALL SCHOOLS, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	38800	39050	39300	39550	39800	40000
UPPER QUARTILE	0	0	0	36900	37100	37300	37500	37650	37750
MEDIAN	0	0	0	34150	34450	34650	34850	34950	35000
LOWER QUARTILE	0	0	0	30300	30900	31400	31800	32050	32150
LOWER DECILE	0	0	0	25150	26600	27750	28550	29000	29250
MEAN	0	0	0	33600	33950	34250	34500	34650	34800
TOTAL NUMBER	2	3	11	30	58	106	166	247	215
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	40500	41100	41700	42200	42650	43000	43300	43500	43550	40600
UPPER QUARTILE	37900	38000	37900	37650	37300	36900	36450	35900	35150	37650
MEDIAN	34950	34600	34000	33250	32550	31850	31250	30600	29950	34300
LOWER QUARTILE	32150	31650	30850	29950	29100	28400	27850	27350	27000	31050
LOWER DECILE	29150	28350	27350	26550	26000	25650	25450	25350	25300	27450
MEAN	34900	34850	34550	34150	33700	33300	32950	32600	32300	34450
TOTAL NUMBER	675	542	324	178	99	83	78	57	105	2979
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2979

ALL SCHOOLS, 9-10 MONTH, ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

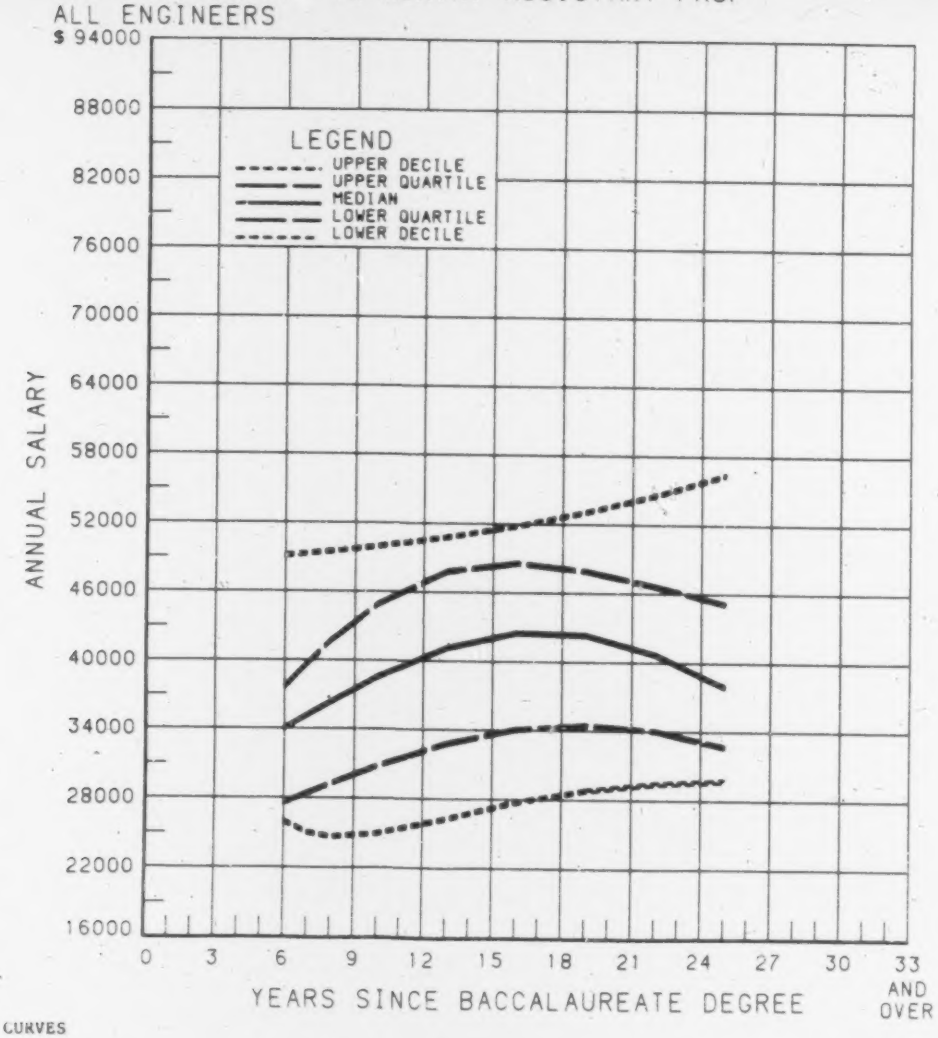
ALL SCHOOLS, 9-10 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39550	39550	39600	39600	39650	39700
UPPER QUARTILE	0	0	0	36750	37100	37350	37500	37650	37700
MEDIAN	0	0	0	34350	34600	34800	34900	34950	34950
LOWER QUARTILE	0	0	0	30600	31250	31750	32100	32300	32400
LOWER DECILE	0	0	0	26400	27650	28600	29200	29500	29600
MEAN	0	0	0	33350	33900	34300	34600	34750	34800
TOTAL NUMBER	2	3	10	30	55	101	153	236	209
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	39850	40100	40450	40800	41200	41600	42000	42500	43150	40050
UPPER QUARTILE	37700	37500	37100	36650	36200	35800	35500	35200	35000	37350
MEDIAN	34850	34350	33650	32900	32150	31500	30900	30300	29750	34200
LOWER QUARTILE	32250	31550	30650	29650	28800	28100	27600	27150	26900	31050
LOWER DECILE	29350	28350	27300	26500	25900	25550	25300	25200	25150	27600
MEAN	34700	34300	33750	33250	32850	32550	32400	32250	32200	34100
TOTAL NUMBER	641	506	287	156	88	70	75	53	101	2776
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2776

ALL SCHOOLS. 11-12 MONTH. ASSISTANT PROF
ALL ENGINEERS



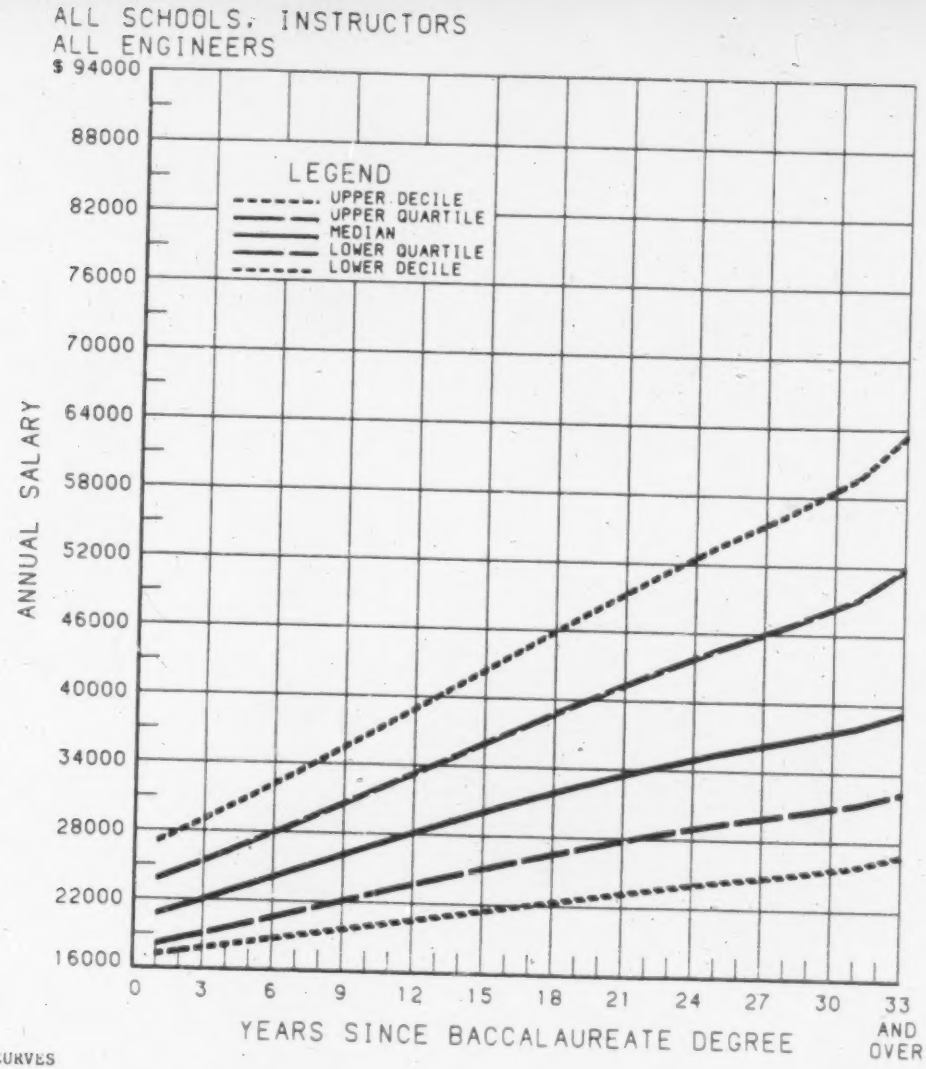
SMOOTH CURVES

ALL SCHOOLS, 11-12 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	49100	49300	49500
UPPER QUARTILE	0	0	0	0	0	0	37650	39750	41700
MEDIAN	0	0	0	0	0	0	34000	35200	36350
LOWER QUARTILE	0	0	0	0	0	0	27550	28400	29200
LOWER DECILE	0	0	0	0	0	0	25950	25000	24650
MEAN	0	0	0	0	0	0	34900	35800	36650
TOTAL NUMBER	0	0	1	0	3	5	13	11	6
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49950	50800	51800	53050	54550	56350	0	0	0	51700
UPPER QUARTILE	44900	47800	48550	47900	46600	45100	0	0	0	46950
MEDIAN	38550	41100	42450	42300	40650	37900	0	0	0	39450
LOWER QUARTILE	30750	32750	34050	34450	34000	32650	0	0	0	31000
LOWER DECILE	24950	26250	27700	28750	29400	29700	0	0	0	24800
MEAN	38250	40150	41350	41650	41000	39500	0	0	0	39100
TOTAL NUMBER	34	36	37	22	11	13	3	4	4	203
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 203



SMOOTH CURVES

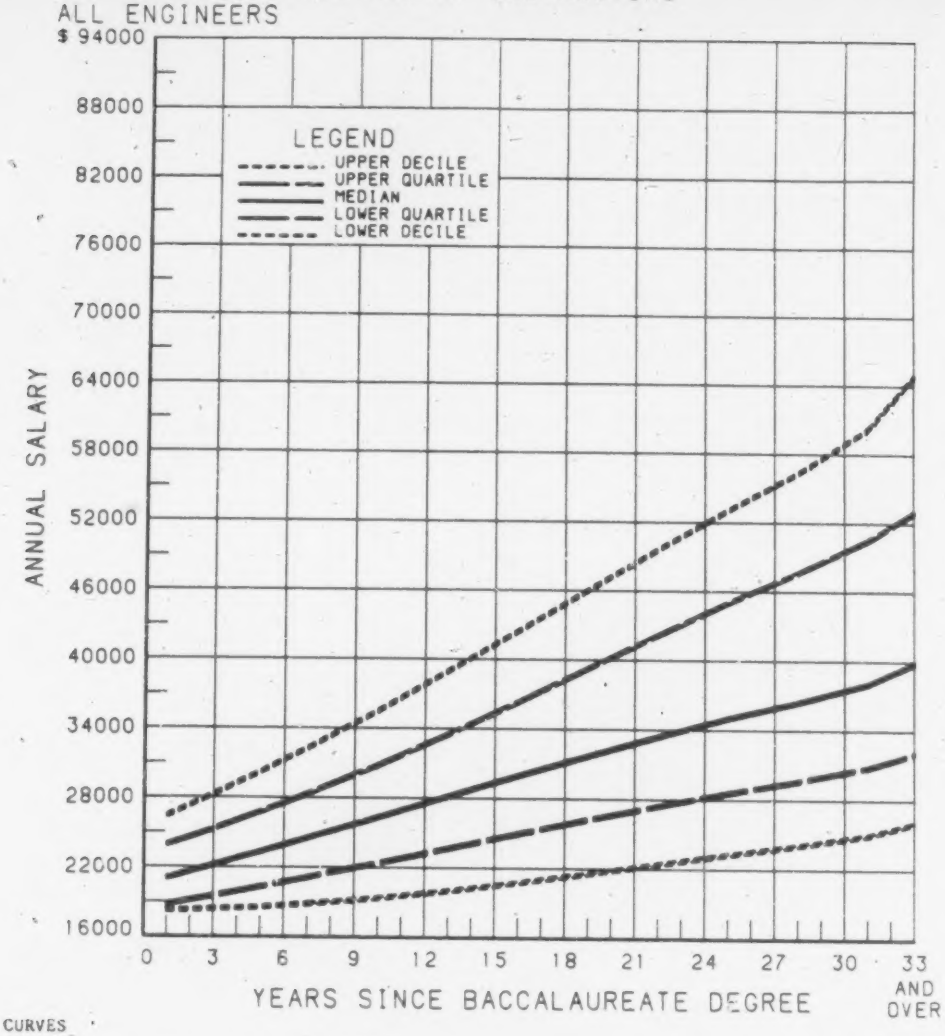
ALL SCHOOLS, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27050	28000	29000	30050	31050	32150	33200	34350
UPPER QUARTILE	0	23750	24550	25350	26200	27050	27900	28750	29650
MEDIAN	0	20700	21350	22000	22700	23350	24050	24750	25400
LOWER QUARTILE	0	18100	18600	19050	19550	20050	20550	21050	21550
LOWER DECILE	0	17200	17500	17800	18100	18400	18700	19000	19300
MEAN	0	21300	21950	22600	23300	24000	24650	25350	26050
TOTAL NUMBER	6	13	23	26	27	35	30	33	37
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	1	1	1	2	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	36600	40050	43550	47050	50400	53600	56450	59700	63400	49500
UPPER QUARTILE	31450	34150	36900	39600	42150	44550	46700	49100	51800	38250
MEDIAN	26750	28750	30650	32400	34000	35450	36650	37900	39200	30300
LOWER QUARTILE	22600	24100	25550	26900	28200	29300	30250	31200	32250	24050
LOWER DECILE	19900	20800	21700	22600	23450	24250	24950	25800	26800	19950
MEAN	27500	29600	31700	33700	35550	37300	38800	40500	42400	32600
TOTAL NUMBER	104	86	71	71	49	59	75	63	136	944
NUMBERS OVER $69000	0	0	0	0	0	0	1	1	10	12
NUMBERS UNDER $16000	1	1	2	0	0	0	0	0	0	10

NUMBER OF ENGINEERS COVERED - 944

ALL SCHOOLS, 9-10 MONTH, INSTRUCTORS
ALL ENGINEERS



SMOOTH CURVES

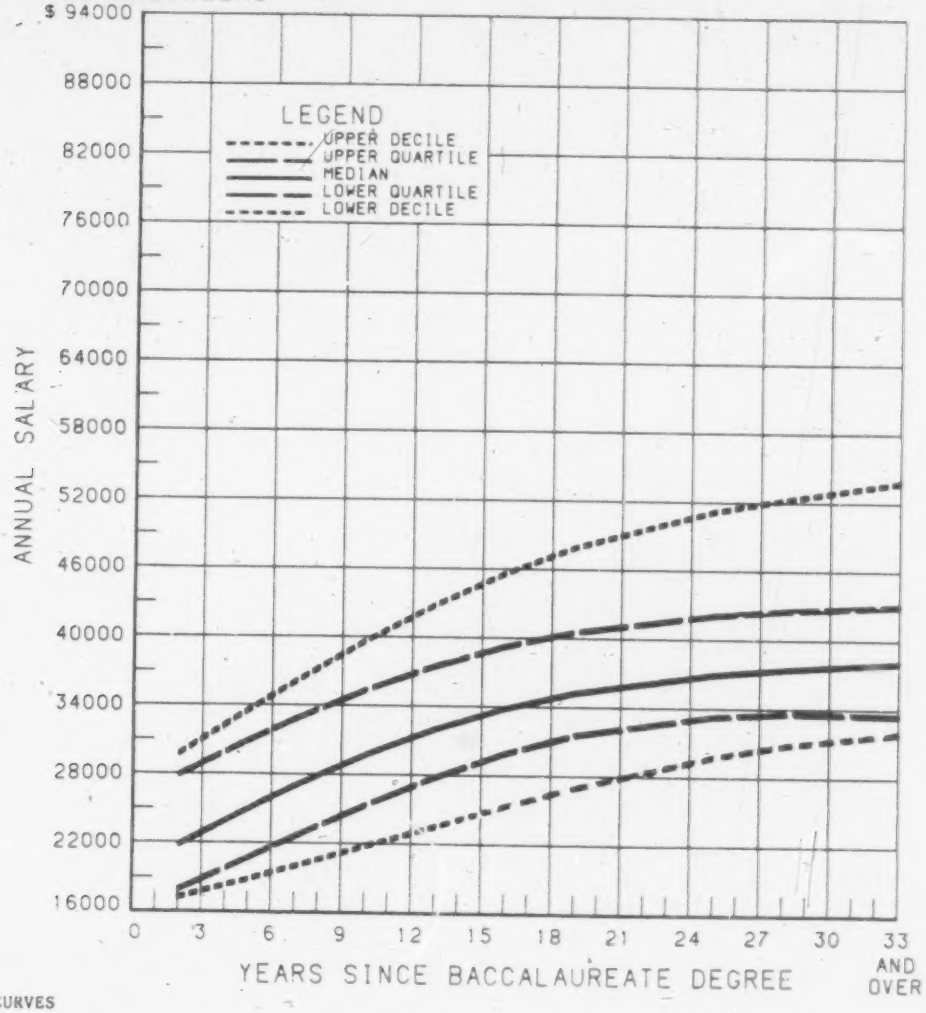
ALL SCHOOLS, 9-10 MONTH, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26400	27300	28250	29250	30200	31250	32250	33350
UPPER QUARTILE	0	23900	24550	25250	26000	26750	27500	28300	29150
MEDIAN	0	21000	21600	22150	22750	23300	23900	24500	25100
LOWER QUARTILE	0	18750	19150	19500	19900	20300	20700	21100	21550
LOWER DECILE	0	18250	18300	18400	18450	18550	18700	18850	19000
MEAN	0	21650	22150	22700	23300	23850	24450	25050	25700
TOTAL NUMBER	4	9	17	21	24	27	23	27	35
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	1	1	1	2	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	35500	38950	42450	46050	49600	53050	56300	60150	64800	50750
UPPER QUARTILE	30800	33500	36300	39250	42150	45000	47600	50450	52900	38550
MEDIAN	26300	28150	29950	31700	33400	35000	36400	38000	39800	30100
LOWER QUARTILE	22350	23650	24950	26200	27400	28550	29600	30800	32000	23850
LOWER DECILE	19350	20000	20750	21550	22400	23250	24050	24950	26000	20100
MEAN	26950	28900	30950	33000	35050	37000	38750	40750	42700	32750
TOTAL NUMBER	81	70	59	58	46	51	68	62	123	805
NUMBERS OVER $69000	0	0	0	0	0	0	1	1	9	11
NUMBERS UNDER $16000	1	1	2	0	0	0	0	0	0	10

NUMBER OF ENGINEERS COVERED - 805

ALL SCHOOLS. 11-12 MONTH. INSTRUCTORS
ALL ENGINEERS



SMOOTH CURVES

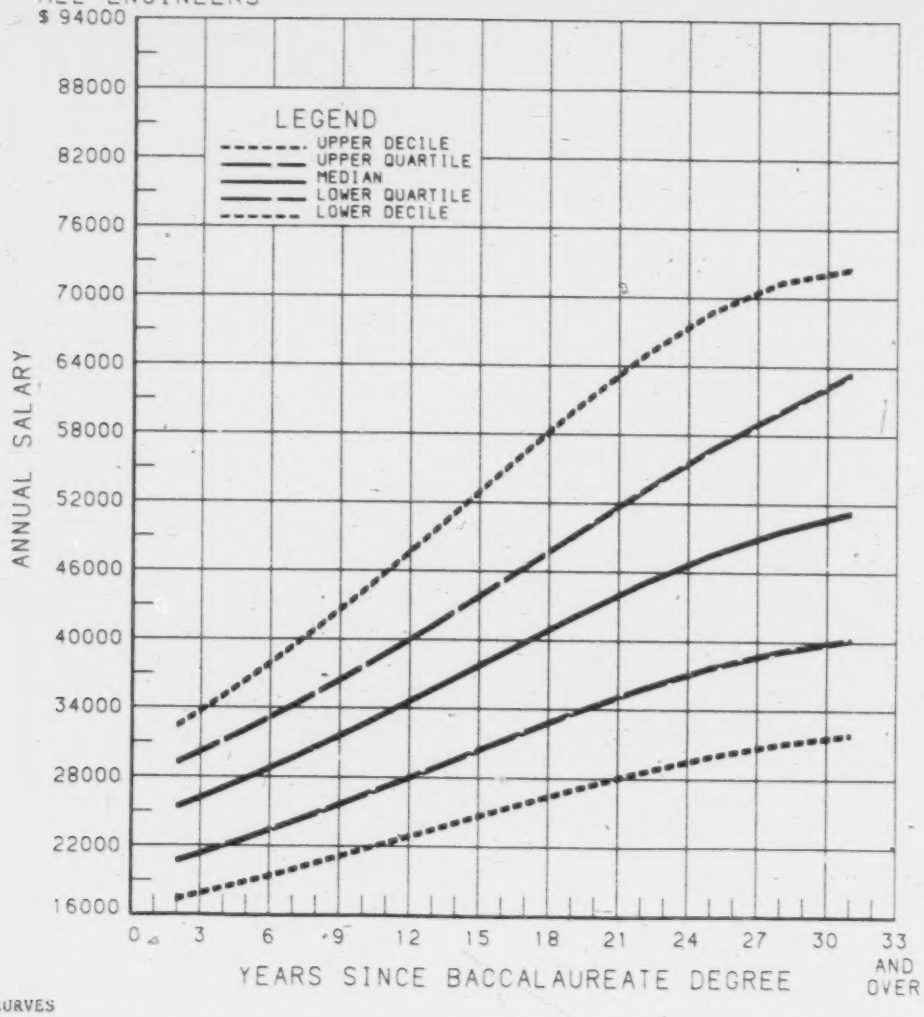
ALL SCHOOLS, 11-12 MONTH, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	29700	31000	0	33550	34800	36050	0	
UPPER QUARTILE	0	0	27850	28850	0	30850	31800	32750	0	
MEDIAN	0	0	21750	22800	0	24900	25950	26950	0	
LOWER QUARTILE	0	0	17900	18800	0	20650	21600	22550	0	
LOWER DECILE	0	0	17200	17750	0	18800	19400	19950	0	
MEAN	0	0	22950	23850	0	25750	26650	27550	0	
TOTAL NUMBER	2	4	6	5	3	8	7	6	2	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	39600	42800	45600	47900	0	51150	52200	0	53750	43700
UPPER QUARTILE	35300	37450	39200	40500	0	42050	42500	0	42950	36800
MEDIAN	29650	31950	33800	35200	0	36900	37400	0	38000	30950
LOWER QUARTILE	25250	27750	29850	31500	0	33250	33550	0	33400	24950
LOWER DECILE	21700	23450	25250	26900	0	29700	30750	0	31850	18650
MEAN	30150	32500	34500	36150	0	38450	39150	0	40200	31550
TOTAL NUMBER	23	16	12	13	3	8	7	1	13	139
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	1	1
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 139

ALL SCHOOLS, RESEARCH
ALL ENGINEERS



SMOOTH CURVES

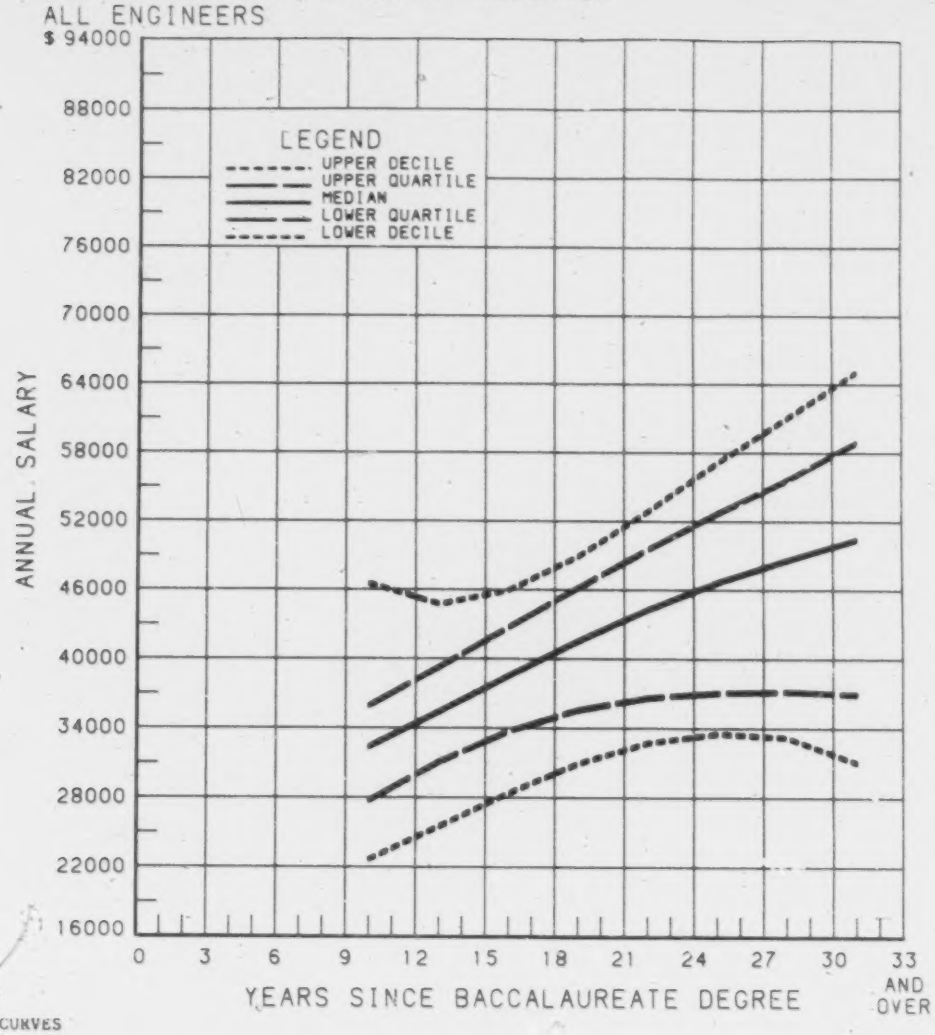
ALL SCHOOLS, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32400	33700	35050	36450	37900	39400	40950
UPPER QUARTILE	0	0	29200	30150	31100	32100	33150	34200	35300
MEDIAN	0	0	25350	26150	27000	27850	28750	29650	30600
LOWER QUARTILE	0	0	20650	21300	22000	22650	23400	24100	24850
LOWER DECILE	0	0	17350	17850	18350	18900	19400	19950	20550
MEAN	0	0	25500	26350	27200	28050	28950	29900	30850
TOTAL NUMBER	6	8	13	18	24	31	20	32	31
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	2	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44200	49400	54700	59950	64750	68700	71350	72500	0	65700
UPPER QUARTILE	37600	41200	45100	49050	53000	56750	60050	63300	0	51700
MEDIAN	32550	35650	38800	41950	44950	47550	49650	51250	0	38850
LOWER QUARTILE	26400	28750	31200	33600	35800	37700	39150	40150	0	29850
LOWER DECILE	21700	23450	25250	26950	28550	29950	31050	31850	0	23400
MEAN	32800	35900	39150	42350	45400	48100	50250	51950	0	41550
TOTAL NUMBER	94	96	78	80	59	99	70	86	151	996
NUMBERS OVER $69000	0	0	0	3	7	11	15	11	30	77
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	5

NUMBER OF ENGINEERS COVERED - 996

ALL SCHOOLS. 9-10 MONTH. RESEARCH
ALL ENGINEERS



SMOOTH CURVES

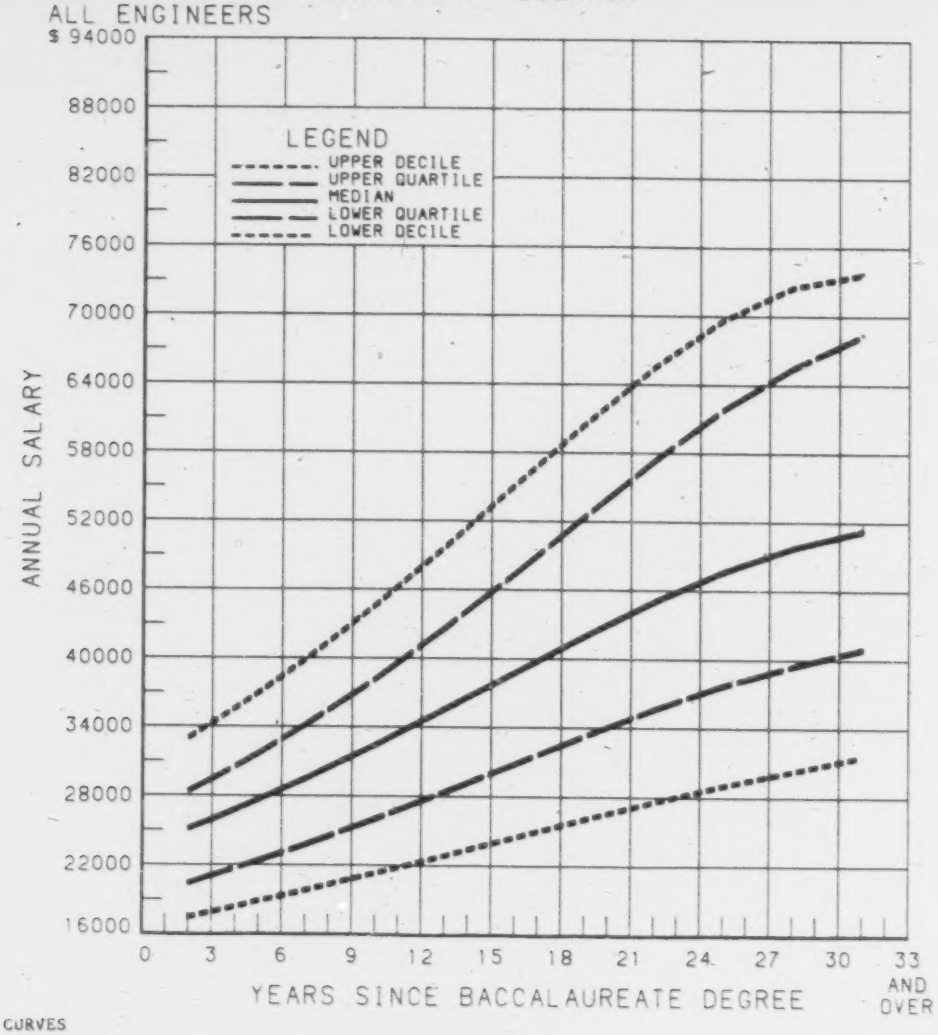
ALL SCHOOLS, 9-10 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	2	1	1	3	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46500	44700	45950	48900	52800	57050	60950	64950	0	62150
UPPER QUARTILE	35900	39250	42700	46150	49500	52650	55550	58850	0	52550
MEDIAN	32350	35400	38500	41500	44250	46650	48600	50400	0	41900
LOWER QUARTILE	27700	31050	33700	35550	36600	37050	37150	36900	0	33650
LOWER DECILE	22650	25500	28350	30900	32700	33500	33150	31000	0	28450
MEAN	33200	35800	38350	40800	43100	45100	46850	48600	0	43600
TOTAL NUMBER	17	21	19	20	11	31	18	38	49	236
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	10	10
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 236

ALL SCHOOLS, 11-12 MONTH, RESEARCH
ALL ENGINEERS



SMOOTH CURVES

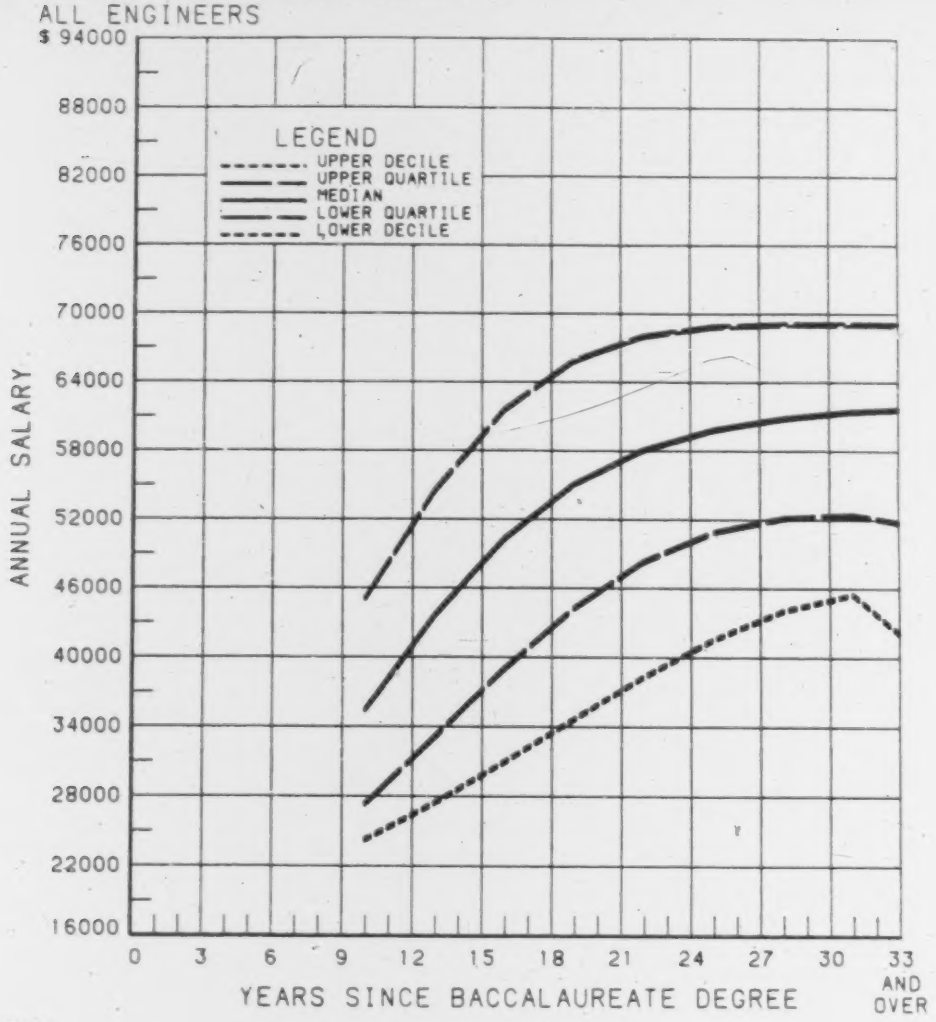
ALL SCHOOLS, 11-12 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33000	34300	35600	36950	38400	39850	41400
UPPER QUARTILE	0	0	28350	29400	30500	31650	32900	34150	35450
MEDIAN	0	0	25100	25900	26750	27650	28550	29450	30450
LOWER QUARTILE	0	0	20400	21050	21700	22350	23050	23750	24500
LOWER DECILE	0	0	17450	17900	18350	18850	19300	19800	20300
MEAN	0	0	25250	26100	27000	27900	28800	29800	30750
TOTAL NUMBER	6	8	13	17	22	30	19	29	27
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	2	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44600	49700	55100	60450	65450	69650	72500	73650	0	67250
UPPER QUARTILE	38150	42600	47400	52400	57300	61300	65450	68300	0	51050
MEDIAN	32400	35550	38750	41950	45000	47650	49750	51250	0	38000
LOWER QUARTILE	26000	28350	30800	33250	35600	37700	39400	40900	0	28500
LOWER DECILE	21300	22850	24450	26050	27550	29000	30250	31550	0	22550
MEAN	32800	36050	39450	42850	46100	49000	51300	53050	0	40950
TOTAL NUMBER	77	75	59	60	48	68	52	48	102	760
NUMBERS OVER $69000	0	0	0	3	7	11	15	11	20	67
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	4

NUMBER OF ENGINEERS COVERED - 760

ALL SCHOOLS. ADMINISTRATIVE
ALL ENGINEERS



SMOOTH CURVES

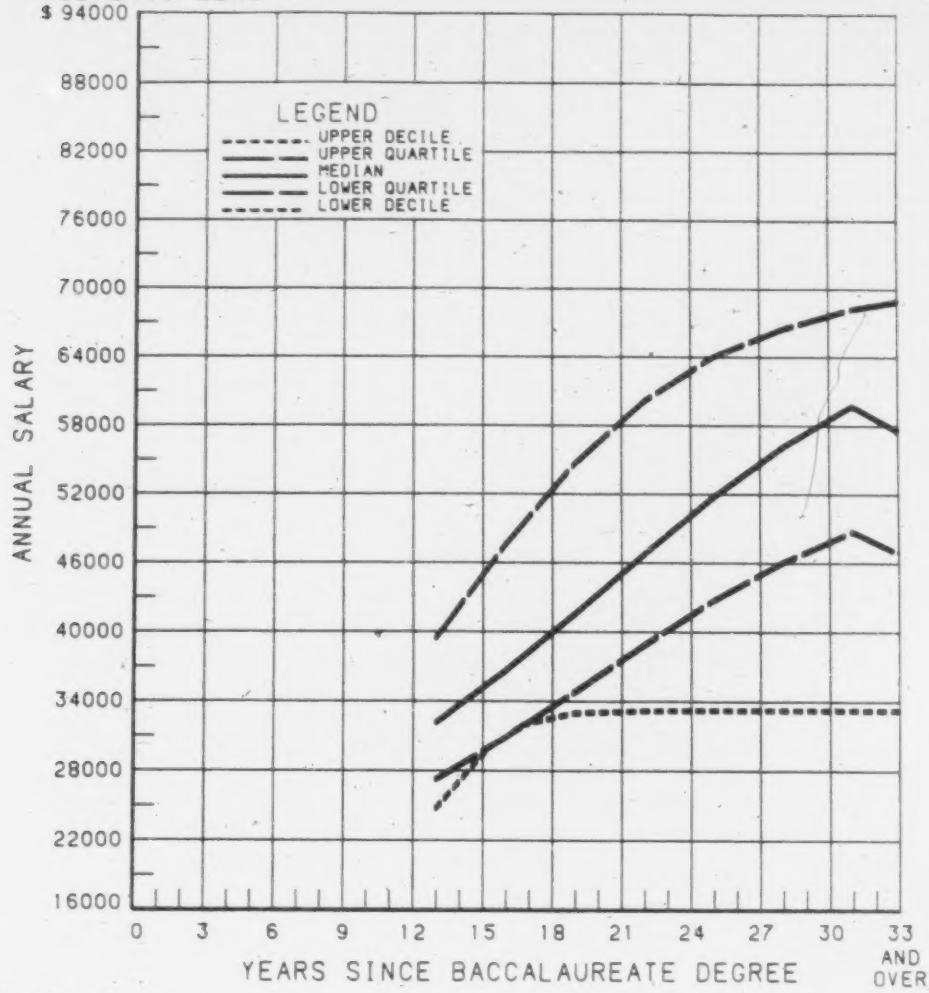
ALL SCHOOLS, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	0	2	2	1	3	1	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	45050	54500	61550	65850	68000	68850	69050	69050	69000	68850
MEDIAN	35350	43650	50300	55050	58050	59800	60800	61400	61600	58900
LOWER QUARTILE	27250	33100	39000	44250	48300	50850	52100	52400	51750	48600
LOWER DECILE	24200	27400	30950	34650	38300	41550	44050	45450	42100	37250
MEAN	37950	43950	49350	53800	56900	58750	59650	59800	59200	56900
TOTAL NUMBER	14	16	33	87	109	119	134	109	186	819
NUMBERS OVER $69000	1	0	2	18	20	36	40	32	53	202
NUMBERS UNDER $16000	1	0	0	1	0	0	0	0	0	3

NUMBER OF ENGINEERS COVERED - 819

ALL SCHOOLS. 9-10 MONTH. ADMINISTRATIVE
ALL ENGINEERS



SMOOTH CURVES

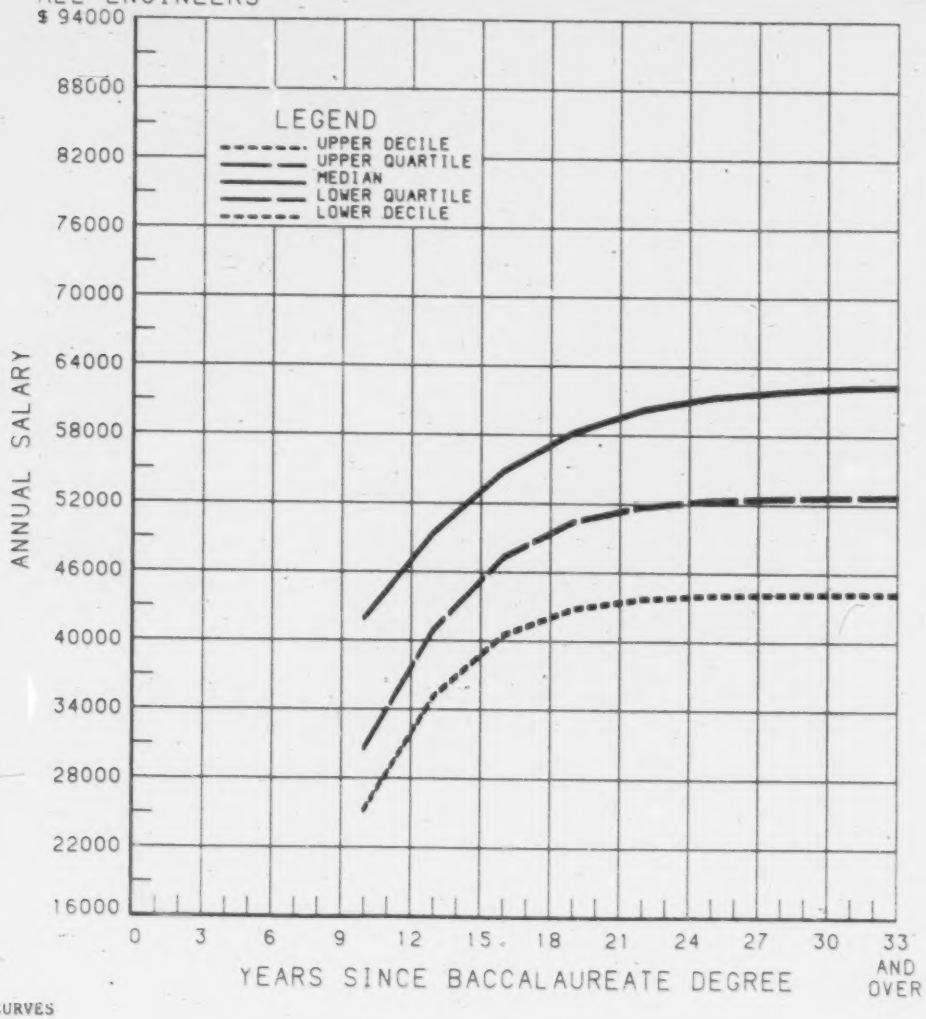
ALL SCHOOLS, 9-10 MONTH, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	0	2	1	0	2	0	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	39400	47550	54650	60100	64000	66450	68200	68900	63250
MEDIAN	0	32100	36600	41550	46750	51750	56100	59700	57500	51200
LOWER QUARTILE	0	27200	30850	34800	38850	42750	46050	48700	46800	38000
LOWER DECILE	0	24700	31600	32950	33150	33200	33200	33200	33200	27700
MEAN	0	35850	40000	44350	48650	52600	55700	58000	55650	49850
TOTAL NUMBER	5	8	10	25	19	19	24	27	39	184
NUMBERS OVER $69000	0	0	1	0	4	4	6	4	11	30
NUMBERS UNDER $16000	1	0	0	1	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 184

ALL SCHOOLS. 11-12 MONTH. ADMINISTRATIVE
ALL ENGINEERS



SMOOTH CURVES

ALL SCHOOLS, 11-12 MONTH, ADMINISTRATIVE

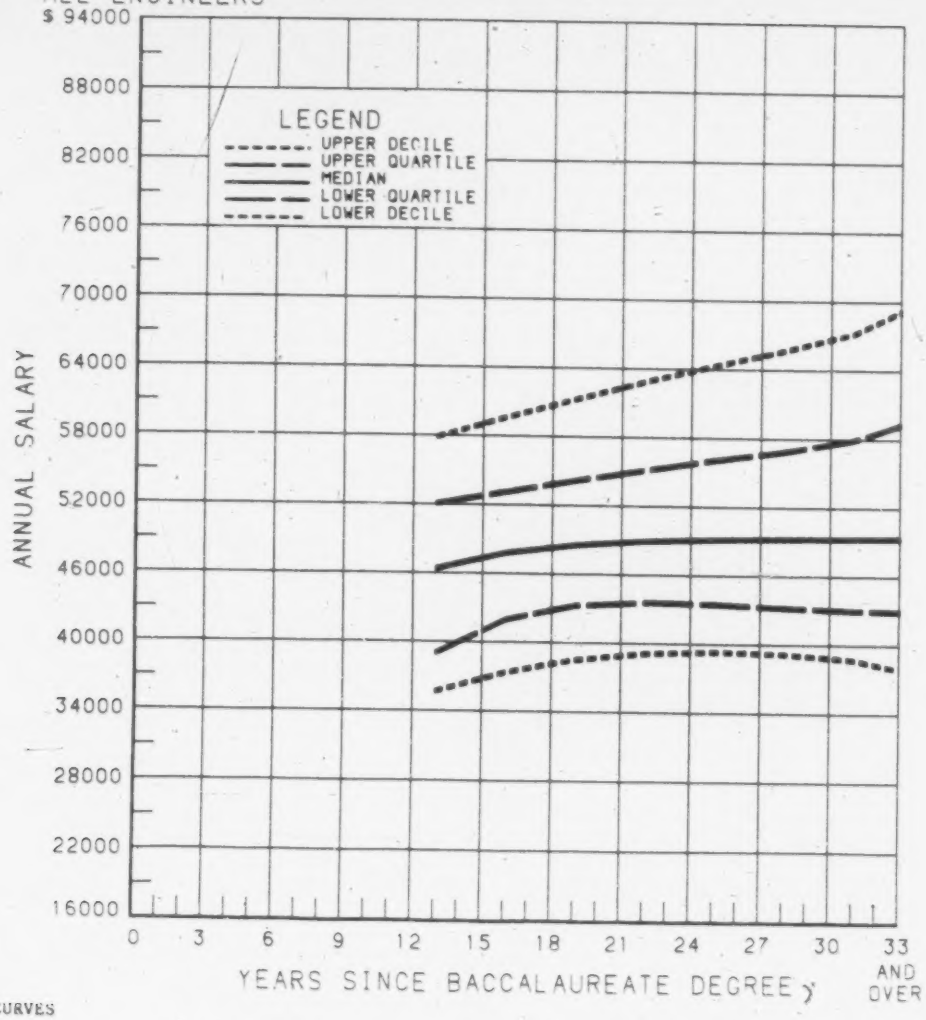
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	1	1	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0	0
MEDIAN	41900	49400	54800	58200	60200	61300	61850	62200	62300	60900
LOWER QUARTILE	30550	40950	47300	50400	51750	52350	52550	52650	52700	51250
LOWER DECILE	25150	35100	40500	42800	43700	44050	44150	44200	44200	42750
MEAN	41050	49450	54750	57600	59050	59750	60050	60200	60250	58950
TOTAL NUMBER	9	8	23	62	90	100	110	82	147	635
NUMBERS OVER $69000	1	0	1	18	16	32	34	28	42	172
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 635

ENGINEERING SCHOOLS, WITH DETAILS FOR PH.D.-GRANTING AND NON-PH.D.-GRANTING INSTITUTIONS

ALL ENGINEERING SCHOOLS, PROFESSOR
ALL ENGINEERS



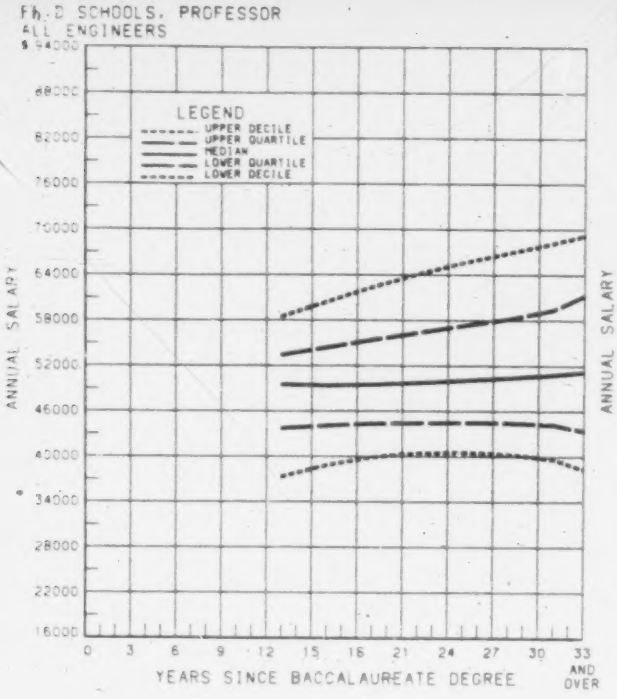
SMOOTH CURVES

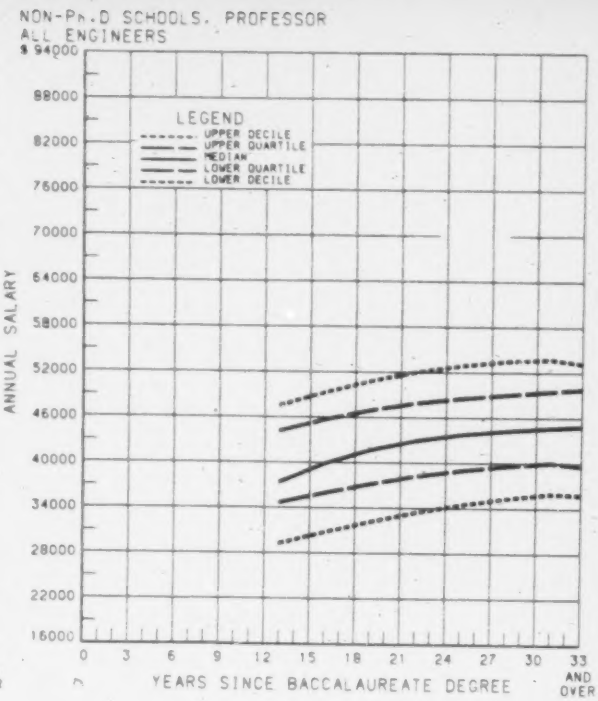
ALL ENGINEERING SCHOOLS, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	2	2	5
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	57850	59600	61250	62850	64300	65650	67200	69150	66300
UPPER QUARTILE	0	52050	53100	54150	55100	56050	56850	57900	59250	57000
MEDIAN	0	46400	47800	48550	48950	49150	49250	49300	49350	49000
LOWER QUARTILE	0	39000	41950	43250	43550	43450	43200	43000	42900	43050
LOWER DECILE	0	35650	37350	38500	39100	39300	39150	38700	37850	38450
MEAN	0	46700	48000	49000	49800	50350	50750	51100	51350	50500
TOTAL NUMBER	9	55	172	400	596	730	753	860	1556	5143
NUMBERS OVER $69000	0	0	4	12	14	34	57	65	167	353
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 5143





SMOOTH CURVES

Ph.D SCHOOLS, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	1	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	58450	60450	62350	64100	65600	66900	68200	69150	67550
UPPER QUARTILE	0	53400	54400	55400	56350	57300	58200	59400	61300	58350
MEDIAN	0	49500	49400	49500	49750	50050	50400	50800	51200	50300
LOWER QUARTILE	0	43750	44100	44350	44450	44500	44450	44200	43400	44150
LOWER DECILE	0	37300	38850	39900	40450	40550	40300	39650	38300	39450
MEAN	0	48750	49550	50250	50900	51450	51850	52300	52500	51700
TOTAL NUMBER	4	43	158	345	301	604	626	748	1319	4354
NUMBERS OVER $69000	0	0	4	12	14	34	57	65	167	353
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 4354

SMOOTH CURVES

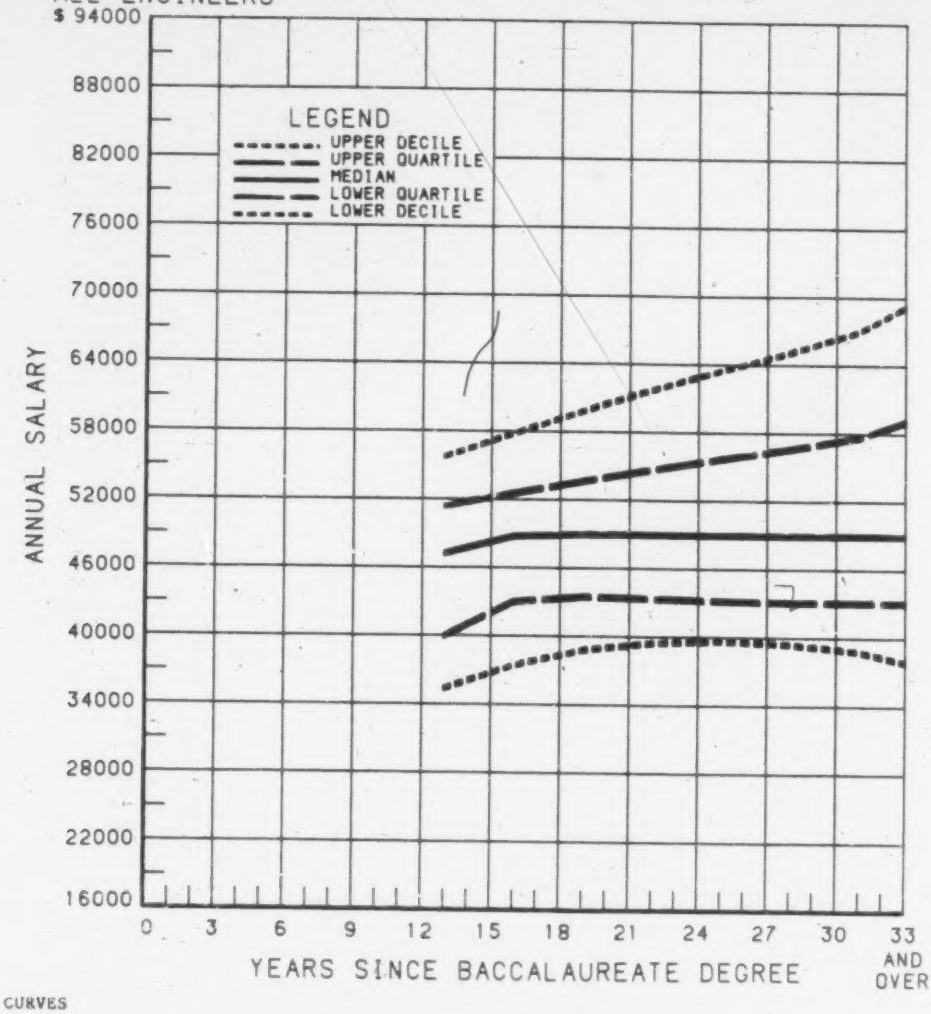
NON-Ph.D SCHOOLS, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	1	1	3
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	47550	49300	50800	52000	52900	53500	53750	53200	52850
UPPER QUARTILE	0	44150	45700	46950	47900	48550	49050	49500	49800	48750
MEDIAN	0	37350	39850	41650	42900	43750	44250	44650	44850	43750
LOWER QUARTILE	0	34650	35950	37150	38200	39000	39600	40050	39600	38850
LOWER DECILE	0	29250	30750	32150	33400	34450	35300	35950	35800	34800
MEAN	0	38850	40400	41750	42950	43950	44700	45200	44900	43950
TOTAL NUMBER	5	10	14	55	95	126	127	112	237	789
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 789

ALL ENGINEERING SCHOOLS, 9-10 MONTH, PROFESSOR
ALL ENGINEERS



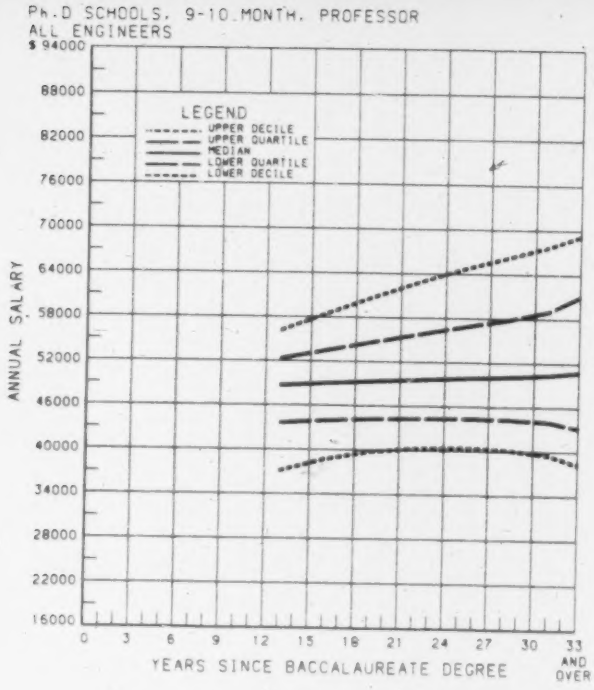
SMOOTH CURVES

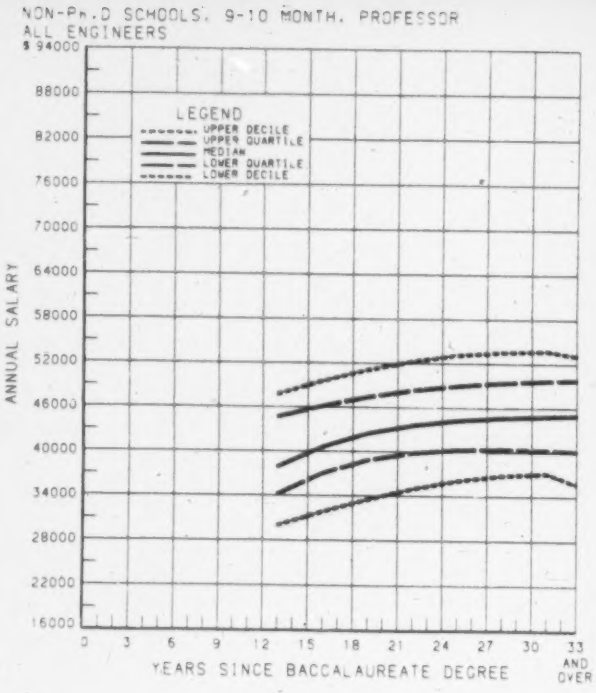
ALL ENGINEERING SCHOOLS, 9-10 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	1	2	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	55750	57800	59800	61700	63450	65050	66950	69150	65600
UPPER QUARTILE	0	51350	52500	53600	54650	55650	56550	57600	59000	56600
MEDIAN	0	47150	48700	48900	48900	48900	48900	48900	48900	48800
LOWER QUARTILE	0	39900	42950	43400	43250	43100	43000	43000	43000	43050
LOWER DECILE	0	35300	37400	38750	39400	39600	39350	38750	37800	38600
MEAN	0	46650	47700	48600	49450	50100	50650	51100	51150	50300
TOTAL NUMBER	9	53	165	377	562	691	713	827	1500	4907
NUMBERS OVER $69000	0	0	3	5	9	24	47	62	160	310
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 4907





SMOOTH CURVES

Ph.D SCHOOLS, 9-10 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	56150	58450	60650	62700	64550	66150	67800	69200	66900
UPPER QUARTILE	0	52300	53450	54600	55700	56750	57750	59050	61050	57900
MEDIAN	0	48650	49000	49300	49550	49800	50050	50350	50750	49950
LOWER QUARTILE	0	43600	43950	44200	44300	44350	44300	44000	43150	43950
LOWER DECILE	0	37100	38700	39750	40250	40400	40150	39500	38200	39300
MEAN	0	48100	48950	49750	50450	51050	51550	52000	52300	51350
TOTAL NUMBER	4	45	151	326	478	577	593	721	1272	4169
NUMBERS OVER $69000	0	0	3	5	9	24	47	62	160	310
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 4169

SMOOTH CURVES

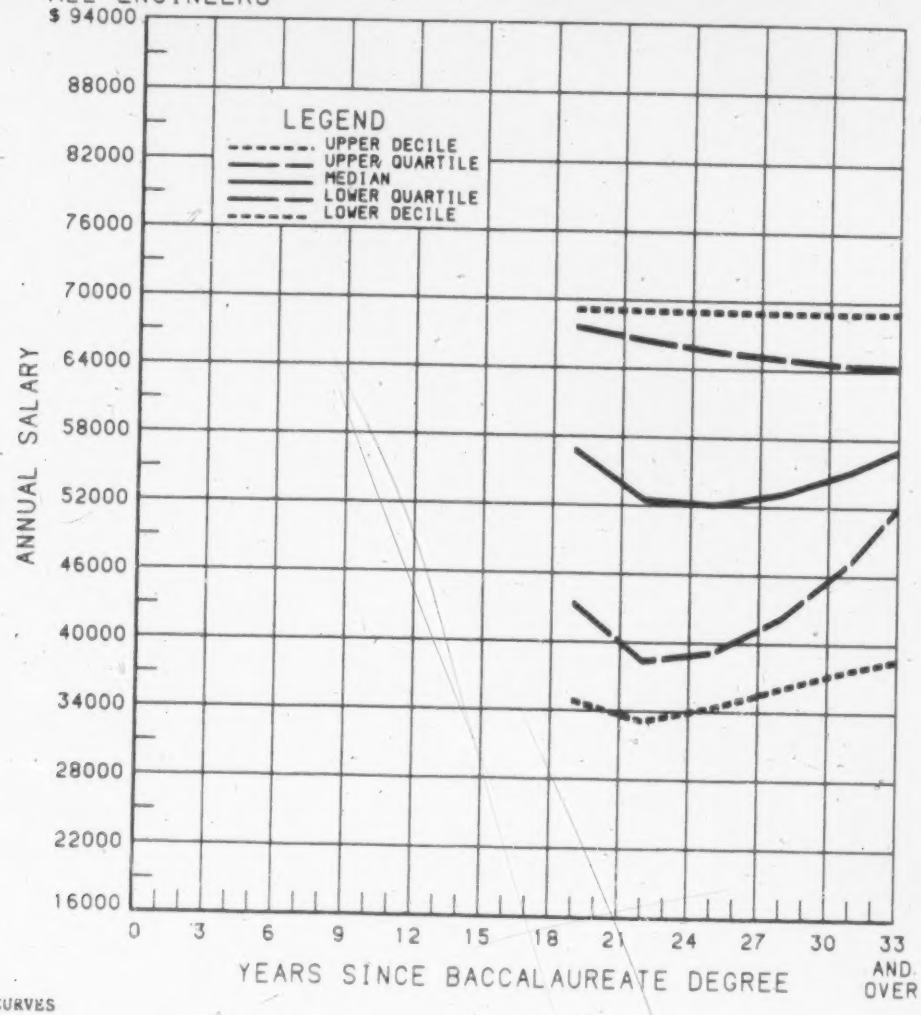
NON-Ph.D SCHOOLS, 9-10 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	2	1	1	3
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	47700	49550	51050	52250	53100	53550	53700	53050	52900
UPPER QUARTILE	0	44650	46150	47350	48300	48900	49350	49650	49750	48950
MEDIAN	0	37850	40600	42450	43550	44250	44650	44850	44950	44150
LOWER QUARTILE	0	34200	37000	38800	39800	40250	40350	40250	40100	39650
LOWER DECILE	0	30000	31850	33500	34950	36050	36800	37100	35650	35400
MEAN	0	39000	40900	42450	43750	44650	45250	45500	44950	44350
TOTAL NUMBER	5	8	14	51	84	114	120	106	228	738
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 738

ALL ENGINEERING SCHOOLS, 11-12 MONTH, PROFESSOR
ALL ENGINEERS



SMOOTH CURVES

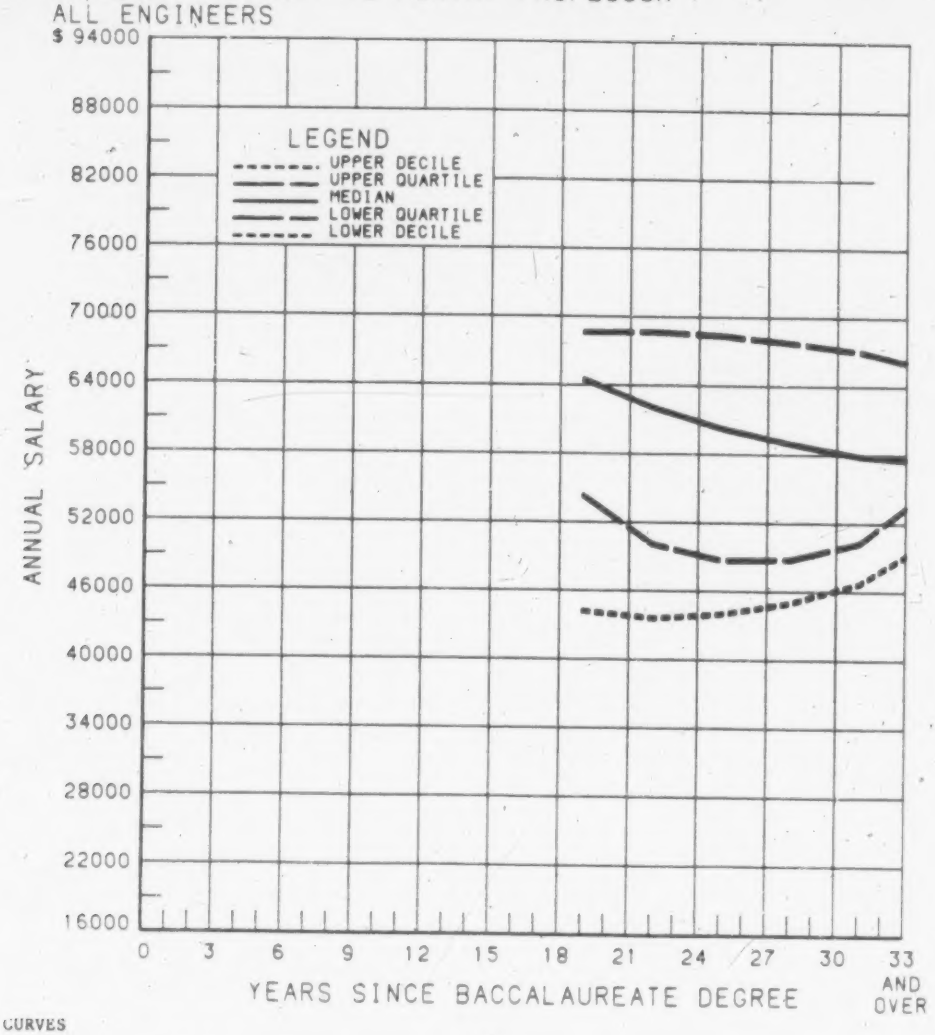
ALL ENGINEERING SCHOOLS, 11-12 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	69100	69050	69000	68950	68950	69000	69050
UPPER QUARTILE	0	0	0	67550	66450	65550	64950	64400	64300	66400
MEDIAN	0	0	0	56750	52500	52100	53150	55150	57000	55650
LOWER QUARTILE	0	0	0	43300	38350	39150	42250	47200	52000	44850
LOWER DECILE	0	0	0	34800	33100	34300	36050	37700	38550	35900
MEAN	0	0	0	55350	52600	52700	53800	55350	56500	54650
TOTAL NUMBER	0	2	7	23	34	39	40	33	56	236
NUMBERS OVER $69000	0	0	1	7	5	10	10	3	7	43
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 236

Ph.D SCHOOLS. 11-12 MONTH. PROFESSOR
ALL ENGINEERS



SMOOTH CURVES

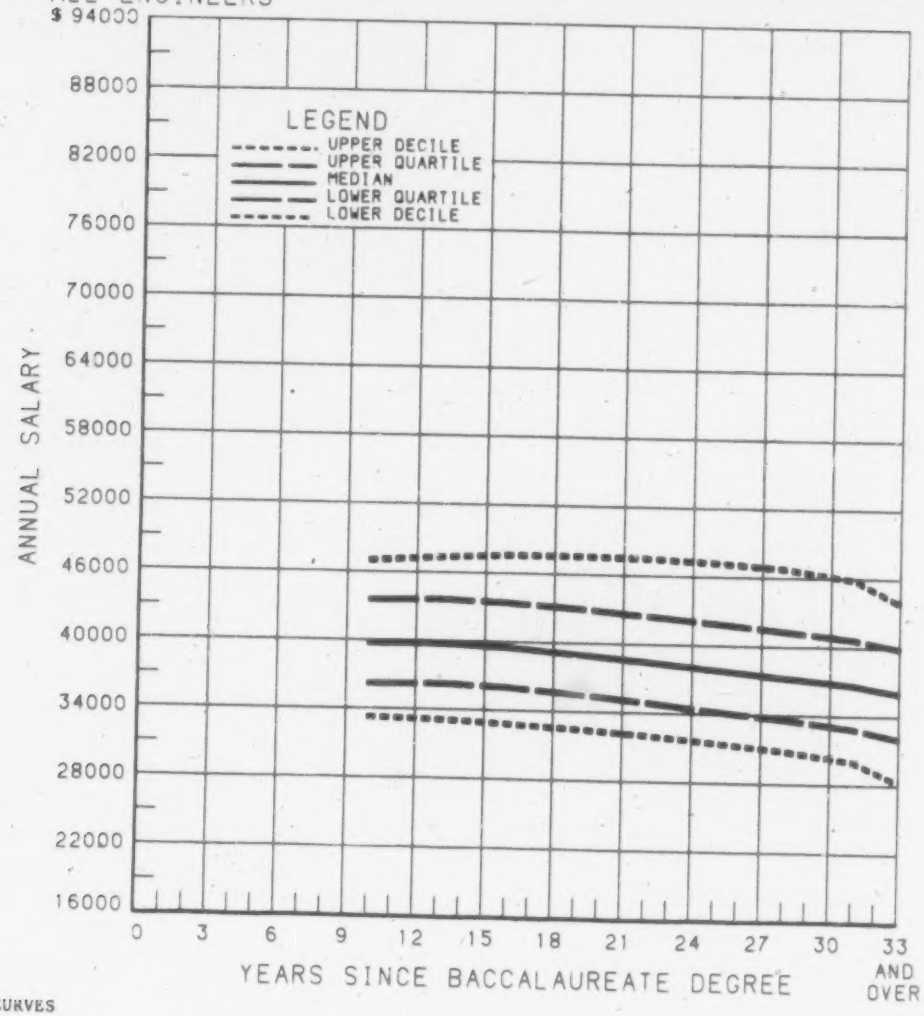
Ph.D SCHOOLS, 11-12 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	68600	68650	68350	67750	67000	66050	68500
MEDIAN	0	0	0	64450	62050	60250	58950	57850	57550	59150
LOWER QUARTILE	0	0	0	54300	50100	48700	48800	50250	53350	51450
LOWER DECILE	0	0	0	44200	43600	44000	45000	46700	49150	45300
MEAN	0	0	0	61650	60150	59100	58400	58100	59050	59250
TOTAL NUMBER	0	0	7	19	23	27	33	27	47	185
NUMBERS OVER $69000	0	0	1	7	5	10	10	3	7	43
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 185

ALL ENGINEERING SCHOOLS. ASSOCIATE PROF
ALL ENGINEERS



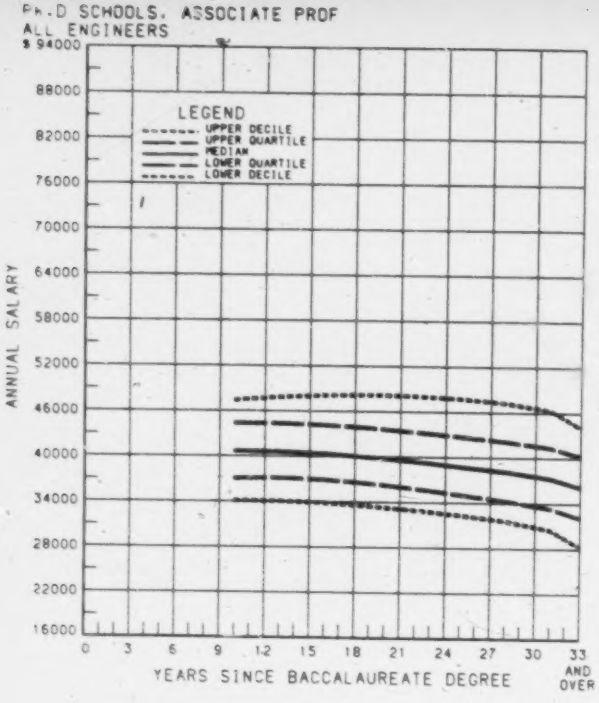
SMOOTH CURVES

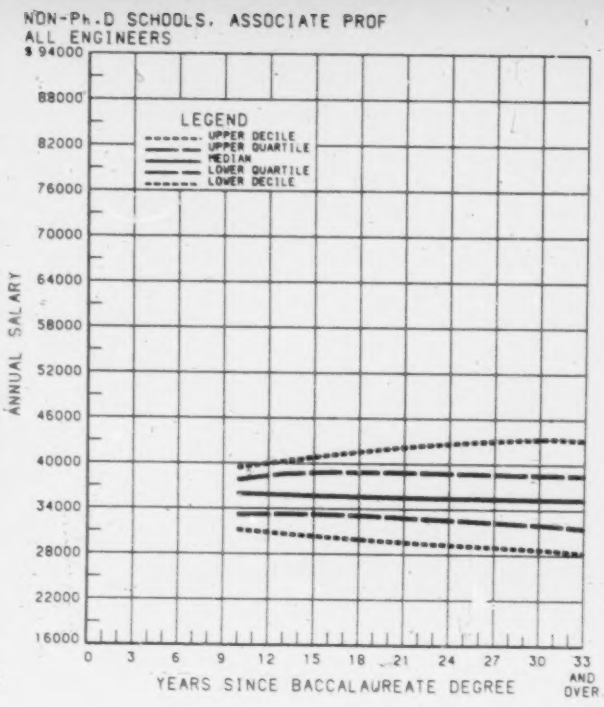
ALL ENGINEERING SCHOOLS, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	6	9	10
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47000	47350	47600	47600	47500	47200	46750	45850	43800	47150
UPPER QUARTILE	43550	43650	43400	43000	42450	41900	41300	40650	39900	42500
MEDIAN	39750	39750	39500	39000	38450	37850	37250	36650	35950	38450
LOWER QUARTILE	36200	36250	36000	35500	34900	34200	33600	32850	32000	34800
LOWER DECILE	33250	33100	32800	32450	32000	31450	30850	30000	28200	31600
MEAN	40100	40100	39950	39600	39200	38700	38150	37400	36250	38950
TOTAL NUMBER	192	386	508	438	366	284	242	227	357	3026
NUMBERS OVER $69000	0	0	0	0	1	0	2	1	0	4
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 3026





SMOOTH CURVES

Ph.D SCHOOLS, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	5	9	10
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47400	47850	48100	48200	48050	47750	47250	46300	44050	47650
UPPER QUARTILE	44350	44350	44150	43800	43300	42750	42150	41350	40250	43300
MEDIAN	40650	40600	40350	39900	39400	38750	38150	37300	36150	39300
LOWER QUARTILE	37050	37150	36900	36450	35800	35050	34300	33350	32100	35600
LOWER DECILE	34100	34050	33850	33450	32950	32350	31650	30500	28300	32250
MEAN	40900	40950	40800	40500	40100	39550	38900	38000	36450	39750
TOTAL NUMBER	158	321	418	358	273	202	185	176	270	2386
NUMBERS OVER $69000	0	0	0	0	1	0	2	1	0	4
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 2386

SMOOTH CURVES

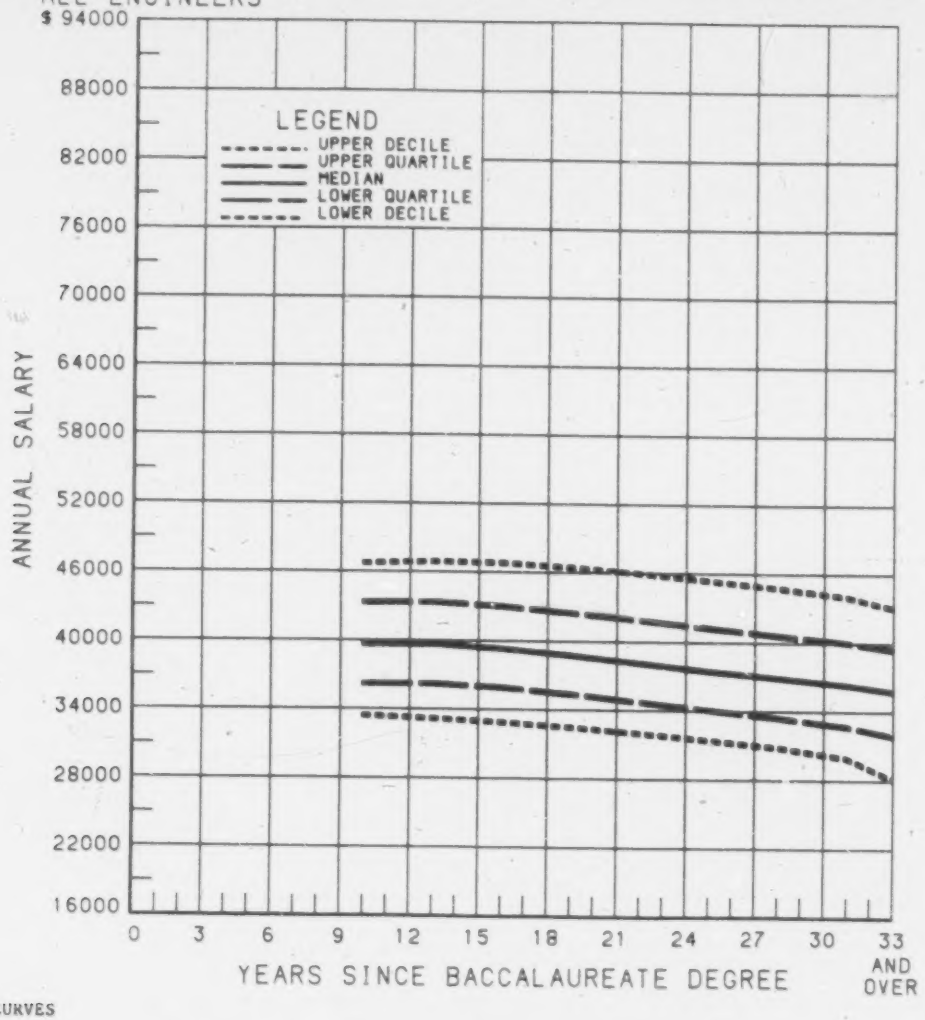
NON-Ph.D SCHOOLS, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	39400	40300	41100	41800	42400	42850	43200	43400	43200	41600
UPPER QUARTILE	37800	38600	38850	38850	38800	38700	38600	38550	38500	38650
MEDIAN	35950	35800	35650	35550	35450	35400	35350	35300	35300	35600
LOWER QUARTILE	33150	33250	33200	33000	32700	32450	32150	31850	31500	32650
LOWER DECILE	31150	30650	30200	29800	29450	29150	28900	28600	28250	29800
MEAN	35350	35900	36150	36150	36100	35950	35850	35750	35650	35900
TOTAL NUMBER	34	65	90	80	93	82	57	51	87	640
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 640

ALL ENGINEERING SCHOOLS. 9-10 MONTH. ASSOCIATE PROF
ALL ENGINEERS



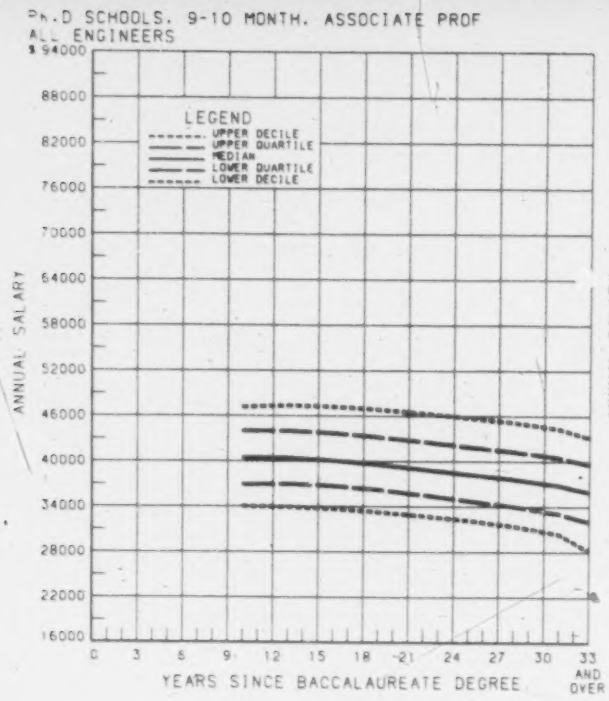
SMOOTH CURVES

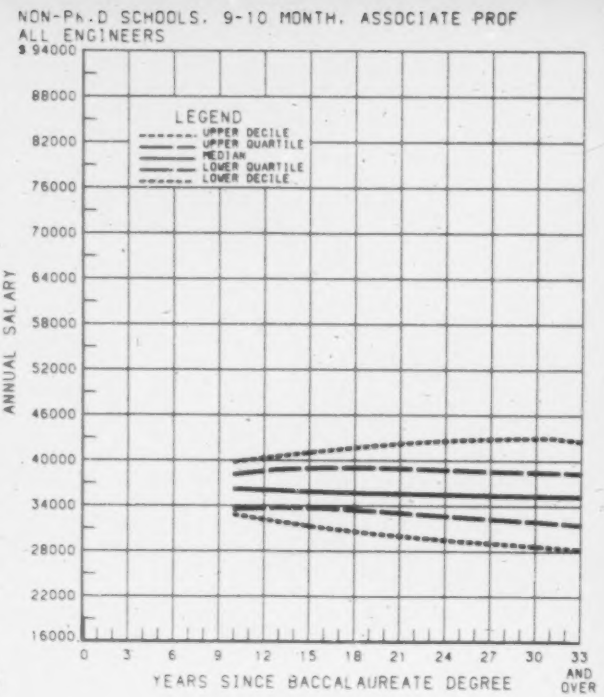
ALL ENGINEERING SCHOOLS, 9-10 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	3	9	10
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46750	46900	46800	46450	45950	45350	44750	44000	43050	46100
UPPER QUARTILE	43300	43350	43000	42450	41850	41200	40600	40000	39400	42000
MEDIAN	39650	39650	39300	38750	38100	37450	36900	36300	35750	38150
LOWER QUARTILE	36200	36200	35900	35350	34700	34050	33400	32650	31850	34600
LOWER DECILE	33400	33150	32850	32450	31950	31400	30800	29900	28100	31600
MEAN	39850	39800	39500	39050	38500	37900	37350	36600	35750	38400
TOTAL NUMBER	186	365	479	417	334	268	228	215	345	2860
NUMBERS OVER $69000	0	0	0	0	1	0	0	0	0	1
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 2860





SMOOTH CURVES

Ph.D SCHOOLS, 9-10 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	2	9	10
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47150	47350	47200	46850	46350	45750	45150	44300	43150	46350
UPPER QUARTILE	44000	44000	43700	43200	42600	41900	41250	40500	39600	42700
MEDIAN	40450	40400	40050	39550	38900	38250	37600	36800	35900	38950
LOWER QUARTILE	36900	36950	36700	36200	35500	34750	34000	33050	31950	35400
LOWER DECILE	34000	33900	33650	33250	32750	32150	31400	30350	28150	32100
MEAN	40550	40450	40200	39750	39200	38600	37900	37050	35750	39050
TOTAL NUMBER	155	304	394	338	246	186	173	166	258	2242
NUMBERS OVER $69000	0	0	0	0	1	0	0	0	0	1
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 2242

SMOOTH CURVES

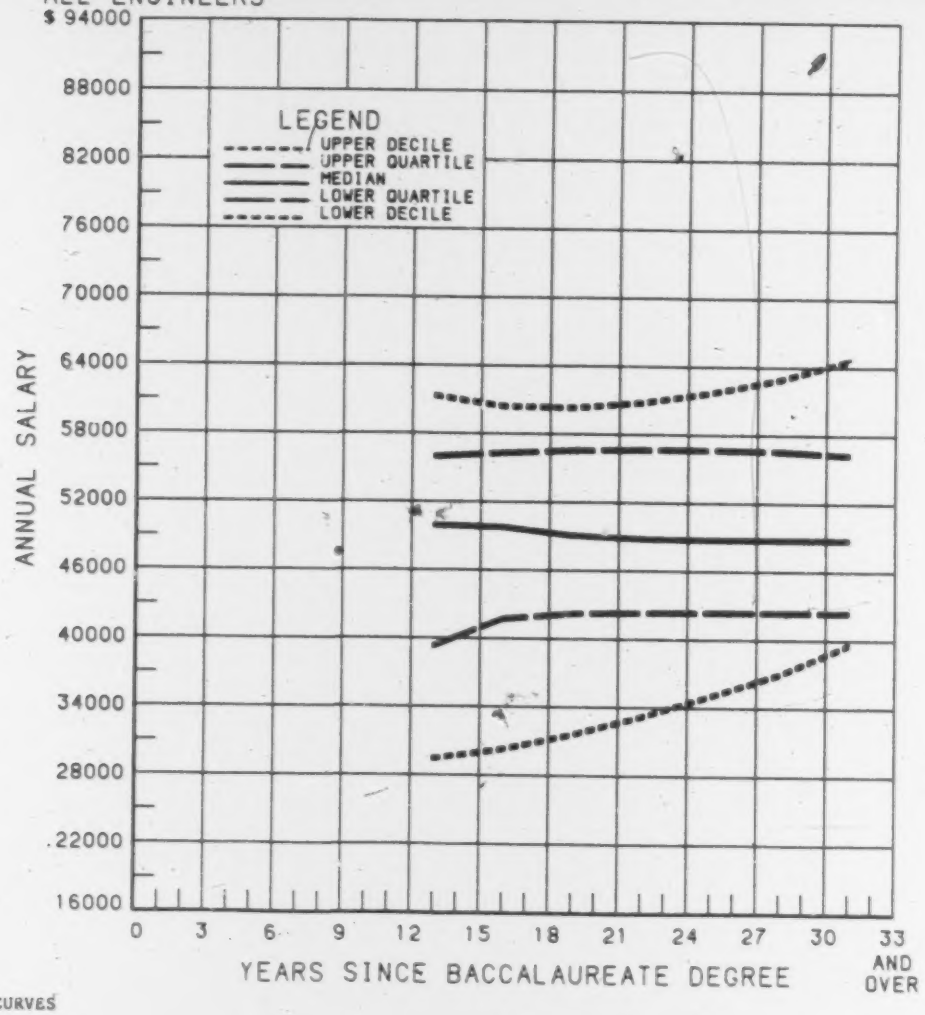
NON-Ph.D SCHOOLS, 9-10 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	39750	40550	41250	41850	42350	42700	42900	43000	42500	41700
UPPER QUARTILE	38100	38800	39000	39000	38850	38650	38500	38400	38300	38750
MEDIAN	36200	36000	35800	35650	35550	35450	35350	35300	35250	35700
LOWER QUARTILE	33550	33750	33650	33300	32900	32500	32150	31800	31500	32850
LOWER DECILE	32800	31850	31050	30350	29800	29300	28950	28550	28250	30300
MEAN	35800	36300	36450	36400	36250	36050	35850	35650	35550	36050
TOTAL NUMBER	31	61	85	79	88	82	55	49	87	618
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 618

ALL ENGINEERING SCHOOLS. 11-12 MONTH. ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

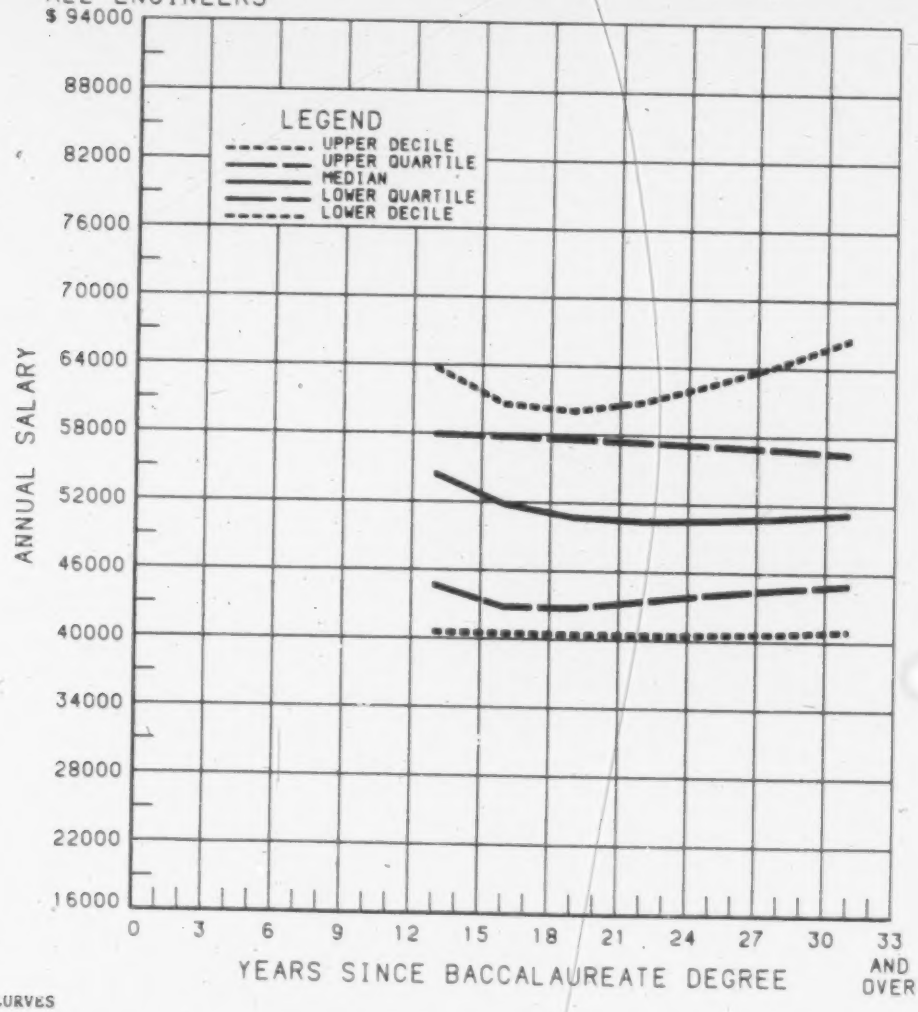
ALL ENGINEERING SCHOOLS, 11-12 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	3	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	61300	60400	60300	60800	61700	62900	64600	0	61850
UPPER QUARTILE	0	55950	56300	56550	56650	56650	56550	56250	0	56400
MEDIAN	0	49900	49750	49050	48800	48750	48750	48750	0	48000
LOWER QUARTILE	0	39300	41700	42200	42300	42350	42350	42350	0	41450
LOWER DECILE	0	29400	30250	31550	33150	35000	36950	39550	0	33800
MEAN	0	47500	48750	48950	49000	49000	49000	49000	0	48400
TOTAL NUMBER	6	21	29	21	32	16	14	12	12	166
NUMBERS OVER $69000	0	0	0	0	0	0	2	1	0	3
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 166

Ph.D SCHOOLS, 11-12 MONTH, ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

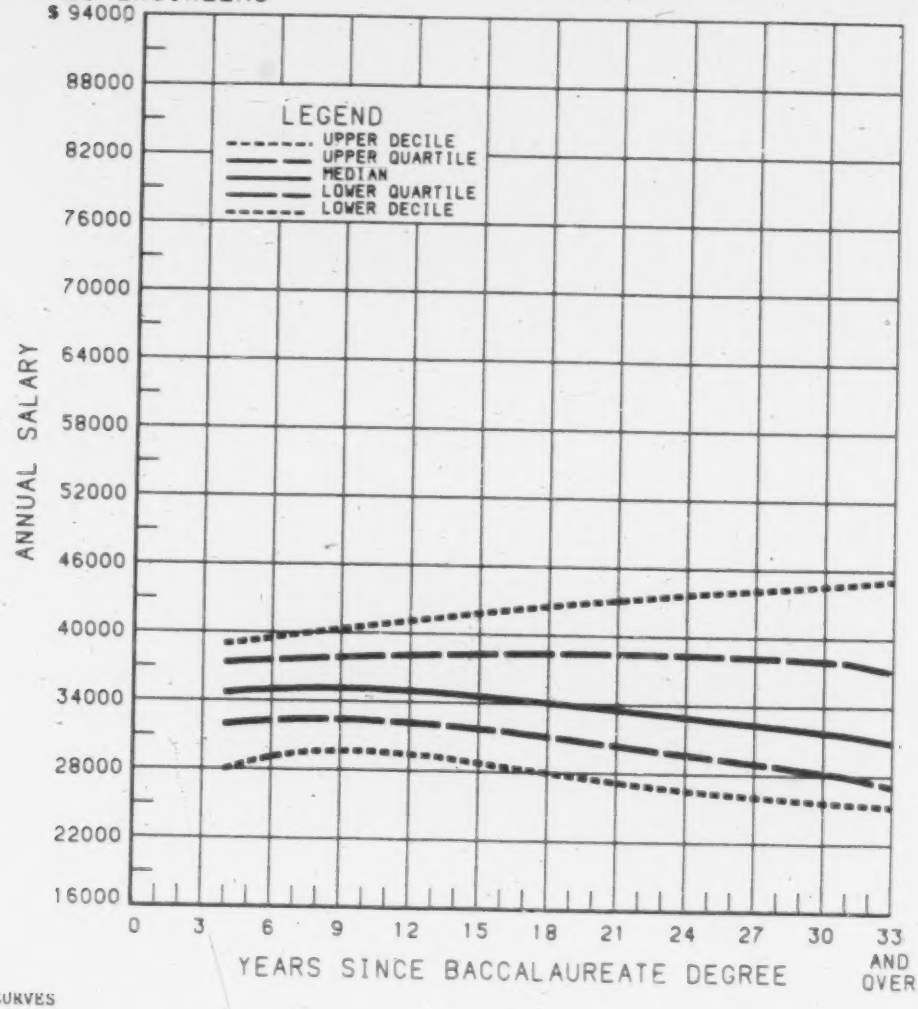
Ph.D SCHOOLS, 11-12 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	3	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	63750	60600	60050	60900	62500	64300	66550	0	62400
UPPER QUARTILE	0	57900	57750	57550	57350	57100	56850	56450	0	57450
MEDIAN	0	54400	51800	50700	50400	50550	50800	51200	0	50650
LOWER QUARTILE	0	44650	42800	42750	43400	44050	44550	44950	0	43500
LOWER DECILE	0	40550	40500	40450	40450	40550	40650	40950	0	40350
MEAN	0	52800	50750	50200	50350	50800	51400	52050	0	50950
TOTAL NUMBER	3	17	24	20	27	16	12	10	12	144
NUMBERS OVER $69000	0	0	0	0	0	0	2	1	0	3
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 144

ALL ENGINEERING SCHOOLS, ASSISTANT PROF
ALL ENGINEERS



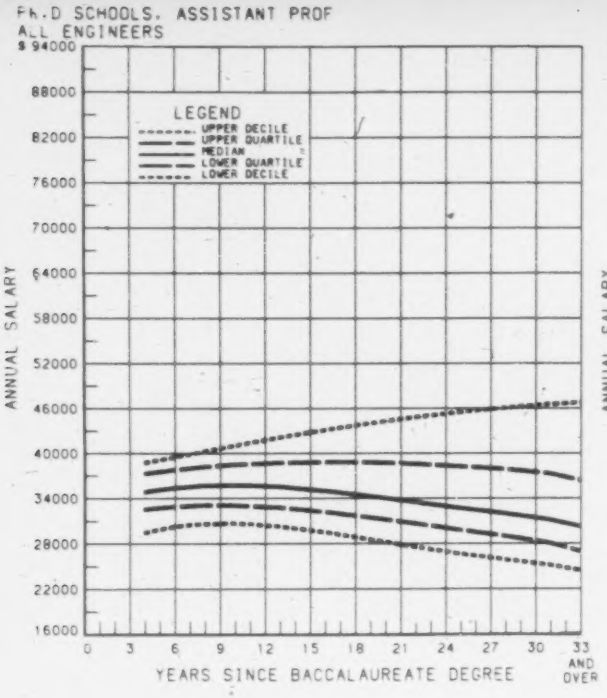
SMOOTH CURVES

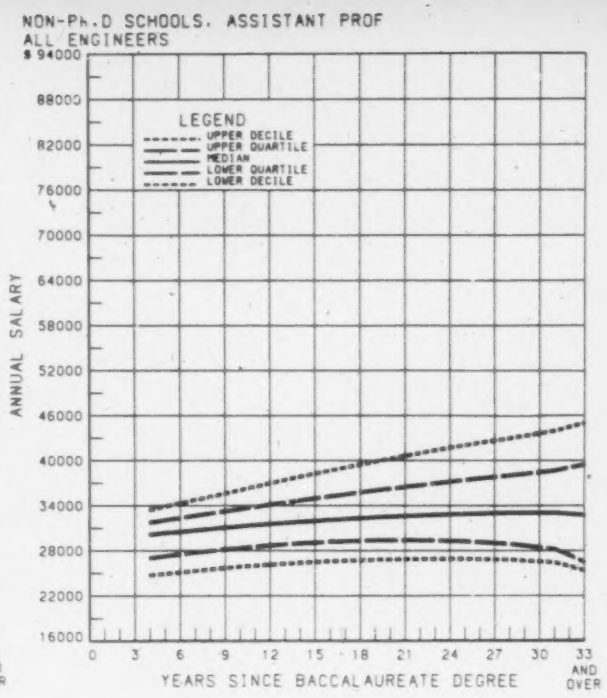
ALL ENGINEERING SCHOOLS, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	38950	39200	39500	39800	40050
UPPER QUARTILE	0	0	0	0	37300	37450	37550	37650	37750
MEDIAN	0	0	0	0	34650	34850	34950	35050	35100
LOWER QUARTILE	0	0	0	0	31900	32100	32250	32350	32400
LOWER DECILE	0	0	0	0	27950	28550	29050	29400	29600
MEAN	0	0	0	0	34450	34600	34750	34850	34950
TOTAL NUMBER	2	2	9	27	57	102	159	242	210
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	40600	41350	42100	42750	43300	43850	44250	44700	45100	40700
UPPER QUARTILE	37950	38150	38300	38400	38400	38300	38150	37850	37050	37900
MEDIAN	35100	34850	34400	33850	33300	32700	32150	31500	30850	34650
LOWER QUARTILE	32350	32050	31550	30850	30100	29400	28700	27900	27000	31700
LOWER DECILE	29650	29250	28450	27650	26900	26300	25850	25450	25250	28350
MEAN	35100	35150	35100	34900	34650	34400	34050	33650	33100	34900
TOTAL NUMBER	661	516	288	157	86	63	61	43	85	2770
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2770





SMOOTH CURVES

Ph.D SCHOOLS, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	38750	39150	39500	39900	40300	
UPPER QUARTILE	0	0	0	0	37300	37550	37800	38000	38200	
MEDIAN	0	0	0	0	34850	35150	35400	35550	35700	
LOWER QUARTILE	0	0	0	0	32550	32750	32900	33000	33100	
LOWER DECILE	0	0		0	29450	29900	30250	30500	30600	
MEAN	0	0	0	0	34850	35050	35300	35450	35600	
TOTAL NUMBER	2	2	7	23	50	93	135	225	187	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	41050	42150	43150	44050	44850	45550	46100	46600	46800	40850
UPPER QUARTILE	38500	38750	38850	38800	38600	38250	37900	37300	36400	38250
MEDIAN	35750	35550	35000	34300	33500	32700	32000	31150	30250	35300
LOWER QUARTILE	33050	32750	32200	31450	30650	29800	29000	28050	26950	32450
LOWER DECILE	30700	30250	29500	28550	27550	26650	25900	25150	24450	29450
MEAN	35800	35900	35800	35550	35150	34700	34250	33650	32850	35500
TOTAL NUMBER	570	425	232	114	52	39	37	30	61	2284
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2284

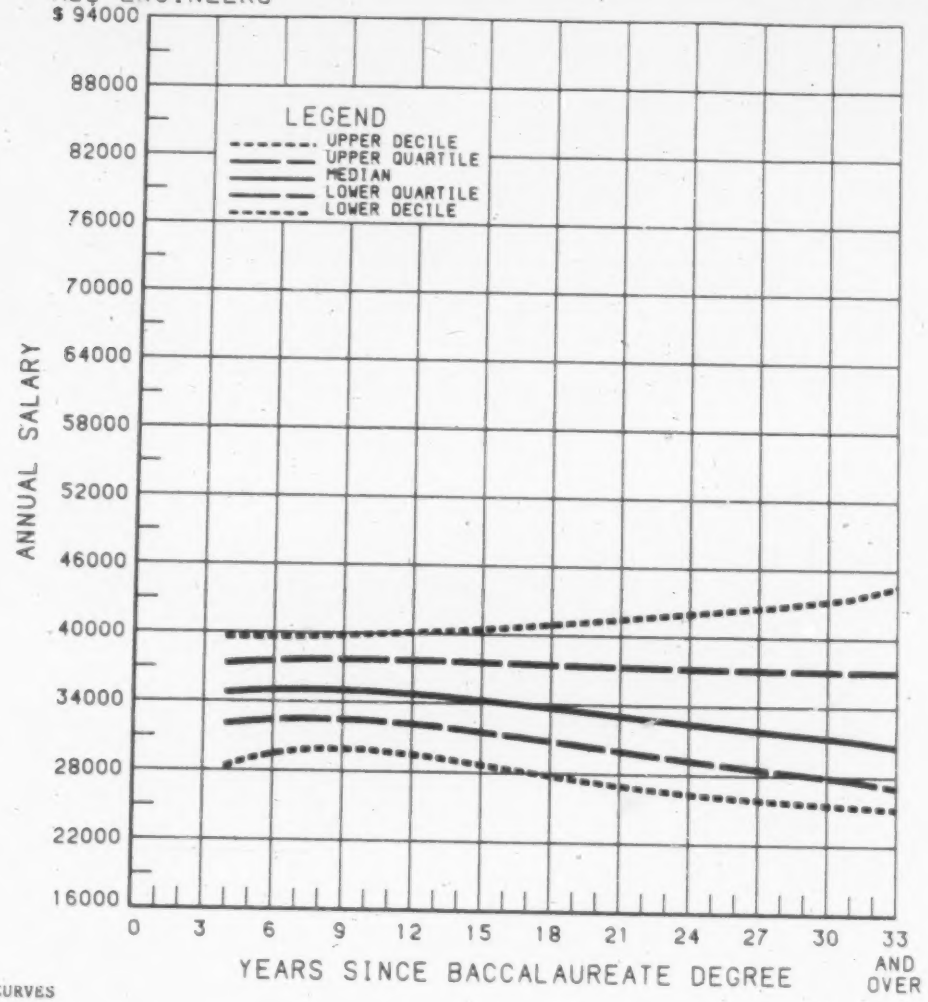
SMOOTH CURVES

NON-Ph.D SCHOOLS, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	33400	33850	34300	34750	35150	
UPPER QUARTILE	0	0	0	0	31750	32050	32350	32650	32950	
MEDIAN	0	0	0	0	30150	30350	30500	30700	30900	
LOWER QUARTILE	0	0	0	0	27000	27250	27500	27750	27950	
LOWER DECILE	0	0	0	0	24700	24900	25100	25300	25500	
MEAN	0	0	0	0	29550	29800	30050	30300	30550	
TOTAL NUMBER	0	0	2	4	7	9	24	17	23	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	36050	37400	38650	39850	41000	42050	42950	43950	45000	39100
UPPER QUARTILE	33500	34400	35200	36000	36700	37400	38000	38650	39450	34550
MEDIAN	31250	31700	32100	32450	32700	32900	33050	33050	32750	31600
LOWER QUARTILE	28350	28850	29200	29400	29400	29250	28900	28250	26500	28650
LOWER DECILE	25850	26250	26600	26800	26900	26900	26800	26450	25400	25350
MEAN	31050	31700	32300	32800	33250	33550	33800	33950	33750	32000
TOTAL NUMBER	91	91	56	43	34	24	24	13	24	486
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 486



SMOOTH CURVES

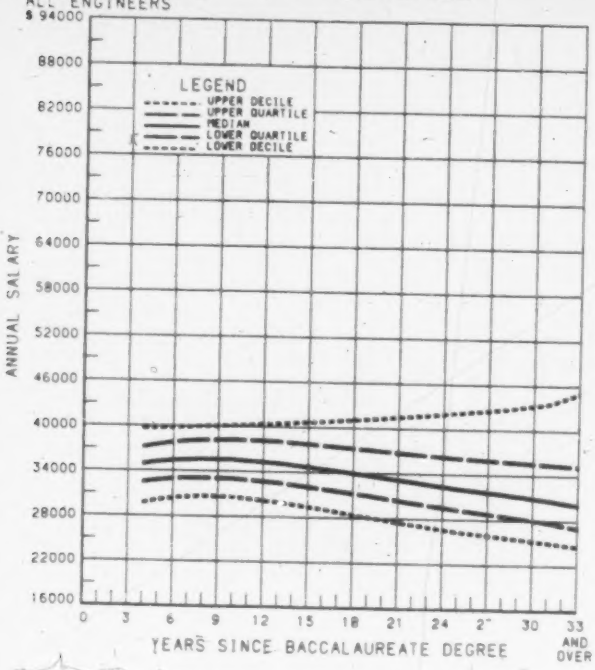
ALL ENGINEERING SCHOOLS, 9-10 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	39600	39600	39600	39650	39700
UPPER QUARTILE	0	0	0	0	37300	37450	37550	37650	37700
MEDIAN	0	0	0	0	34750	34900	35000	35050	35050
LOWER QUARTILE	0	0	0	0	32050	32250	32400	32500	32500
LOWER DECILE	0	0	0	0	28350	29000	29450	29750	29900
MEAN	0	0	0	0	34400	34600	34750	34850	34900
TOTAL NUMBER	2	2	9	27	55	98	149	231	204
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

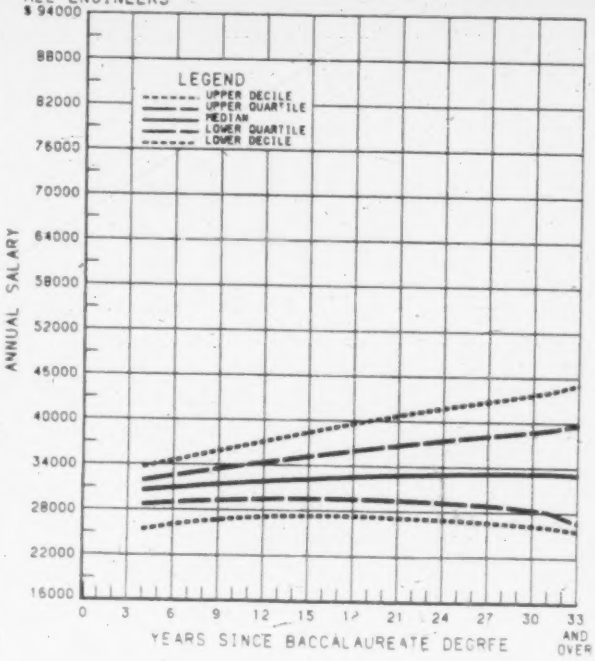
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	39900	40200	40600	41100	41650	42200	42750	43500	44500	40150
UPPER QUARTILE	37700	37650	37500	37350	37250	37150	37100	37050	37050	37550
MEDIAN	34950	34600	34050	33450	32800	32200	31650	31100	30550	34500
LOWER QUARTILE	32400	31950	31250	30500	29700	28950	28300	27650	27000	31650
LOWER DECILE	29850	29250	28350	27450	26700	26100	25700	25350	25150	28450
MEAN	34850	34650	34300	33950	33650	33400	33200	33050	33000	34500
TOTAL NUMBER	629	481	253	138	77	56	60	41	82	2594
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2594

Ph.D SCHOOLS. 9-10 MONTH. ASSISTANT PROF
ALL ENGINEERS



NON-Ph.D SCHOOLS. 9-10 MONTH. ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

Ph.D SCHOOLS, 9-10 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	39650	39700	39800	39850	39950
UPPER QUARTILE	0	0	0	0	37150	37500	37800	38000	38100
MEDIAN	0	0	0	0	34900	35200	35400	35500	35600
LOWER QUARTILE	0	0	0	0	32500	32750	32950	33050	33050
LOWER DECILE	0	0	0	0	29700	30100	30350	30550	30650
MEAN	0	0	0	0	34750	35000	35200	35350	35400
TOTAL NUMBER	2	2	7	23	48	89	130	215	183
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	40100	40450	40800	41200	41650	42200	42750	43350	45000	40250
UPPER QUARTILE	38200	38050	37600	37100	36600	36150	35800	35450	35200	37800
MEDIAN	35550	35150	34500	33700	32900	32100	31450	30700	30050	35050
LOWER QUARTILE	33000	32550	31800	31000	30100	29300	28550	27750	27000	32300
LOWER DECILE	30550	29950	29100	28100	27200	26350	25700	25050	24550	29300
MEAN	35400	35150	34750	34250	33800	33350	33000	32700	32450	34950
TOTAL NUMBER	543	398	198	97	44	33	35	29	59	2136
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2136

SMOOTH CURVES

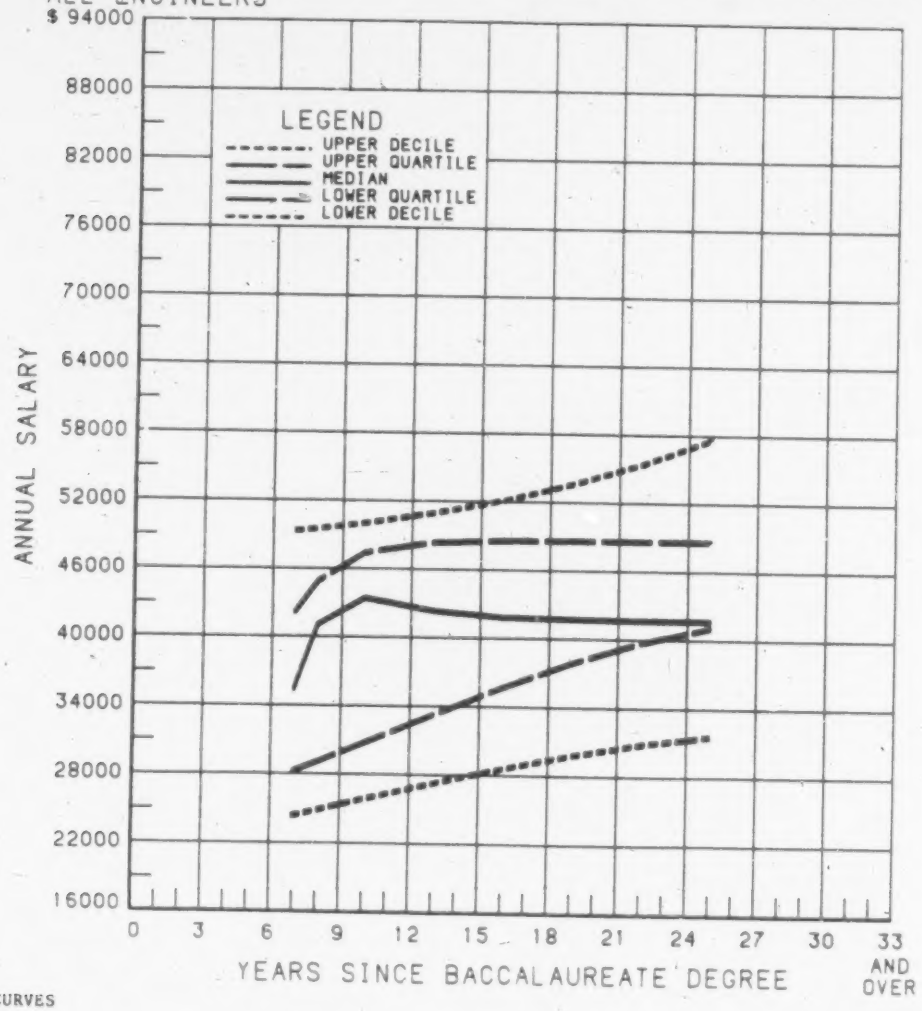
NON-Ph.D SCHOOLS, 9-10 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	33650	34100	34500	34950	35400
UPPER QUARTILE	0	0	0	0	31850	32200	32500	32800	33100
MEDIAN	0	0	0	0	30550	30750	30900	31050	31250
LOWER QUARTILE	0	0	0	0	28700	28850	28950	29100	29200
LOWER DECILE	0	0	0	0	25400	25700	26050	26300	26550
MEAN	0	0	0	0	30200	30450	30650	30900	31100
TOTAL NUMBER	0	0	2	4	7	9	19	16	21
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	36250	37550	38800	40000	41100	42100	43000	44000	45050	39250
UPPER QUARTILE	33750	34600	35450	36250	37000	37700	38300	38950	39700	34700
MEDIAN	31550	31950	32300	32650	32850	33050	33150	33200	33000	31800
LOWER QUARTILE	29350	29550	29600	29550	29400	29100	28750	28100	26600	29000
LOWER DECILE	26900	27250	27350	27300	27050	26800	26450	26050	25550	26500
MEAN	31550	32100	32600	33050	33400	33650	33850	33900	33650	32350
TOTAL NUMBER	86	83	55	41	33	23	24	12	23	458
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 458

ALL ENGINEERING SCHOOLS. 11-12 MONTH. ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

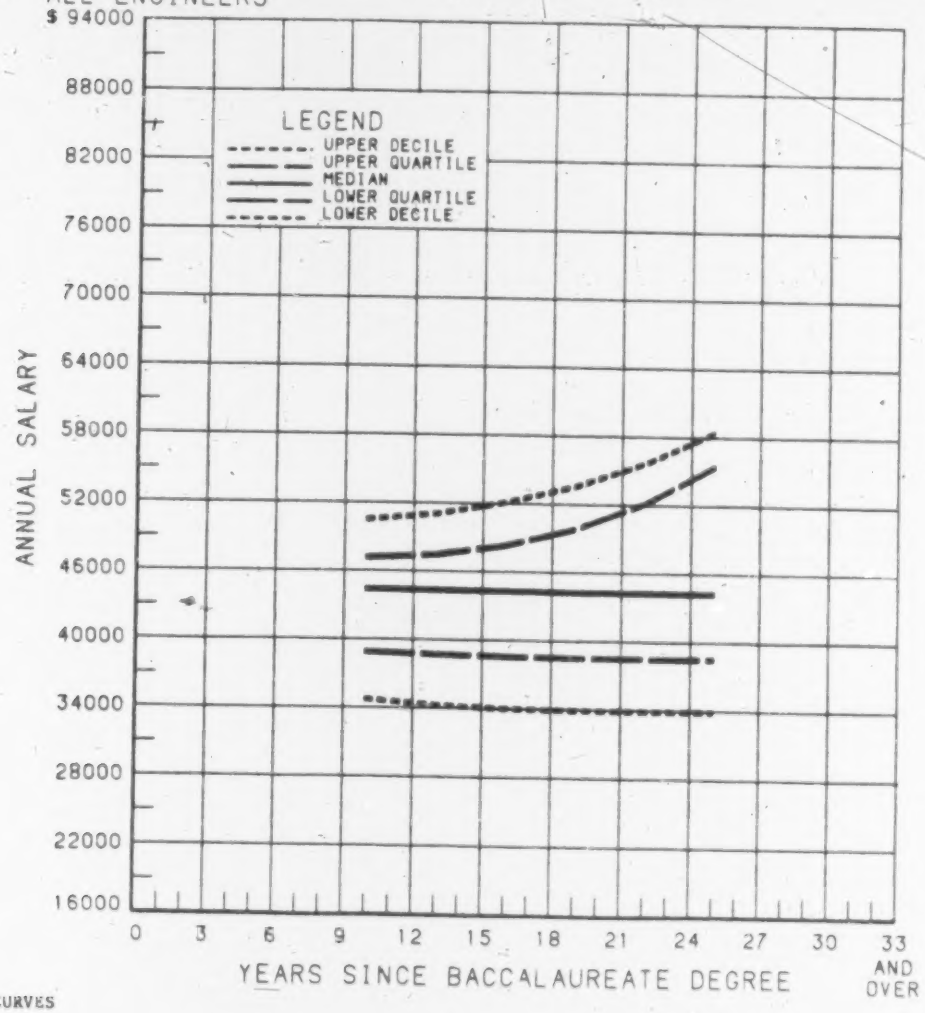
ALL ENGINEERING SCHOOLS, 11-12 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	49300	49500
UPPER QUARTILE	0	0	0	0	0	0	0	42150	44900
MEDIAN	0	0	0	0	0	0	0	35400	41050
LOWER QUARTILE	0	0	0	0	0	0	0	28200	29000
LOWER DECILE	0	0	0	0	0	0	0	24300	24800
MEAN	0	0	0	0	0	0	0	35950	38750
TOTAL NUMBER	0	0	0	0	2	4	10	11	6
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50000	50950	52100	53600	55400	57600	0	0	0	52200
UPPER QUARTILE	47400	48350	48550	48600	48600	48600	0	0	0	47800
MEDIAN	43400	42300	41800	41700	41650	41650	0	0	0	41200
LOWER QUARTILE	30700	33200	35650	37850	39700	41050	0	0	0	33700
LOWER DECILE	25800	27200	28550	29750	30800	31550	0	0	0	24750
MEAN	40900	41450	41550	41550	41550	41550	0	0	0	40450
TOTAL NUMBER	32	35	35	19	9	7	1	2	3	176
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 176

Ph.D SCHOOLS. 11-12 MONTH. ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

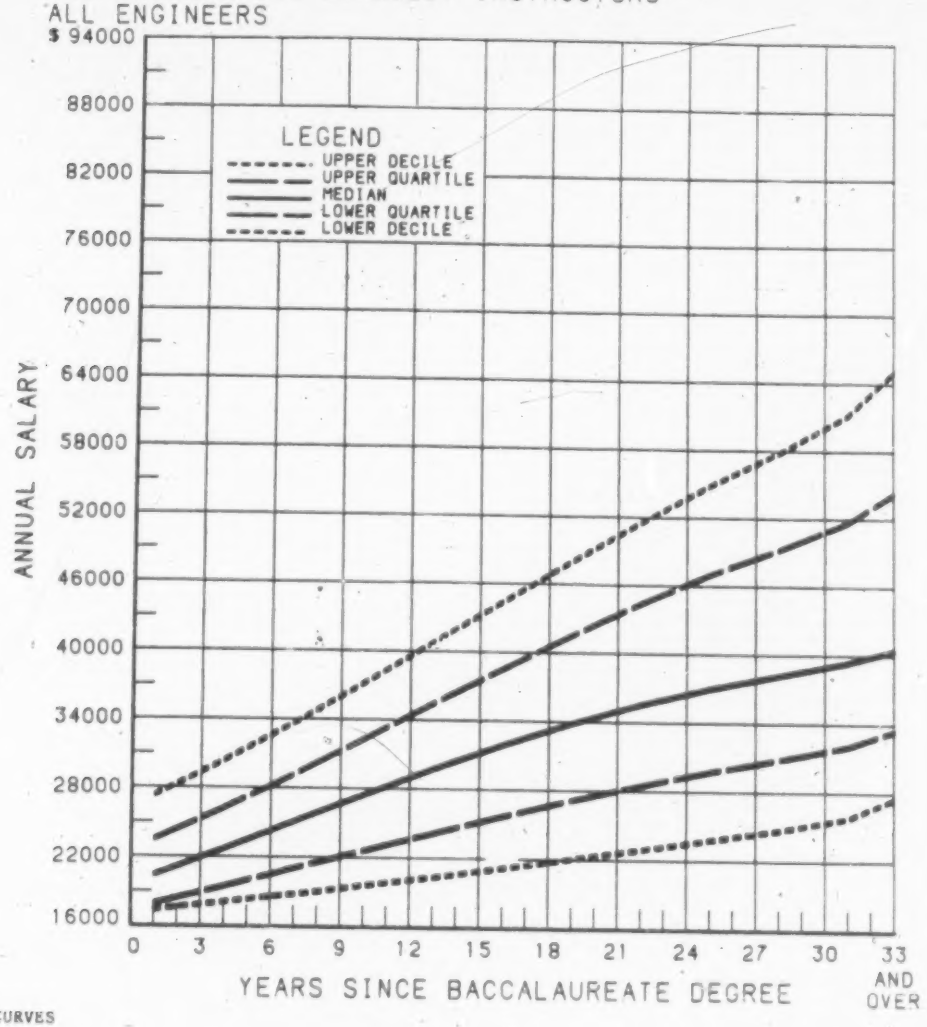
Ph.D SCHOOLS, 11-12 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	2	4	5	10	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50500	51050	52100	53550	55650	58400	0	0	0	52750
UPPER QUARTILE	47150	47450	48300	49800	52100	55400	0	0	0	48750
MEDIAN	44400	44350	44300	44250	44250	44250	0	0	0	43800
LOWER QUARTILE	38900	38700	38550	38500	38500	38500	0	0	0	37600
LOWER DECILE	34750	34250	34000	33900	33900	33900	0	0	0	33150
MEAN	41650	42750	43900	45000	46150	47300	0	0	0	43150
TOTAL NUMBER	27	27	34	17	8	6	1	1	2	148
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 148

ALL ENGINEERING SCHOOLS, INSTRUCTORS
ALL ENGINEERS



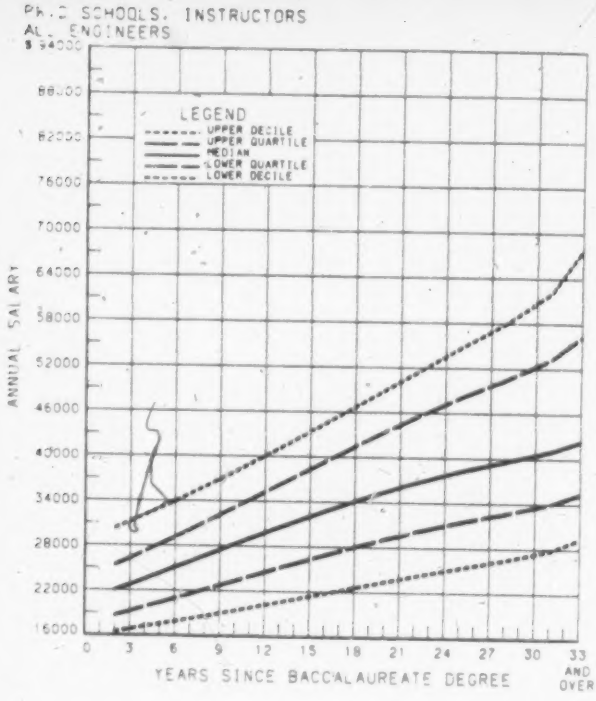
SMOOTH CURVES

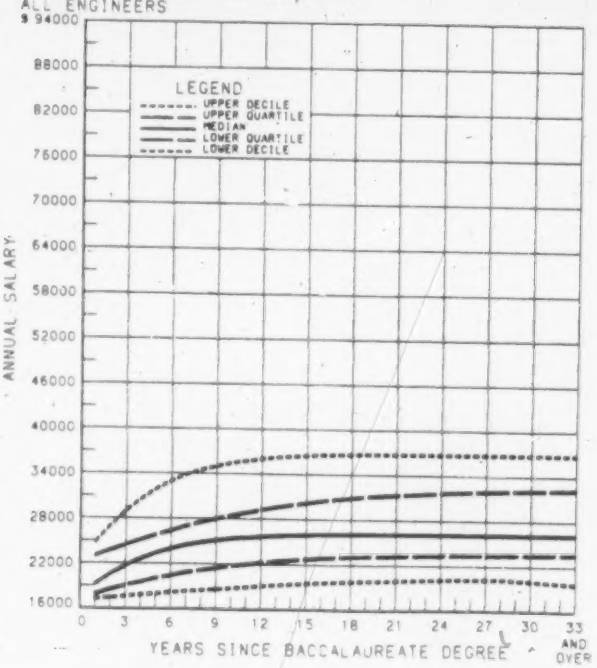
ALL ENGINEERING SCHOOLS, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27350	28350	29350	30400	31500	32600	33700	34850
UPPER QUARTILE	0	23500	24400	25300	26250	27250	28200	29200	30250
MEDIAN	0	20400	21150	21950	22700	23500	24300	25100	25900
LOWER QUARTILE	0	17950	18450	18950	19450	20000	20500	21050	21550
LOWER DECILE	0	17400	17650	17850	18100	18350	18600	18800	19050
MEAN	0	21100	21800	22550	23300	24050	24800	25550	26350
TOTAL NUMBER	6	13	19	23	26	30	27	29	33
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	1	1	1	2	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	37200	40800	44450	48050	51550	54850	57800	61150	65000	50850
UPPER QUARTILE	32300	35450	38550	41550	44400	47000	49250	51700	54250	39600
MEDIAN	27450	29750	31900	33850	35550	37000	38200	39400	40450	31000
LOWER QUARTILE	22600	24150	25700	27150	28500	29750	30850	32050	33400	24150
LOWER DECILE	19600	20350	21200	22050	22900	23800	24700	25800	27500	19600
MEAN	27900	30200	32500	34650	36700	38500	40100	41850	43700	33300
TOTAL NUMBER	91	71	58	67	39	49	63	54	121	819
NUMBERS OVER $69000	0	0	0	0	0	0	1	1	10	12
NUMBERS UNDER $16000	1	1	2	0	0	0	0	0	0	10

NUMBER OF ENGINEERS COVERED - 819





SMOOTH CURVES

Ph.D SCHOOLS, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	30250	31150	32050	32950	33900	34900	35900	
UPPER QUARTILE	0	0	25350	26250	27200	28150	29100	30100	31100	
MEDIAN	0	0	22000	22750	23500	24300	25100	25850	26650	
LOWER QUARTILE	0	0	18600	19200	19800	20350	20950	21550	22150	
LOWER DECILE	0	0	16450	16800	17150	17500	17850	18250	18600	
MEAN	0	0	22500	23200	23950	24650	25400	26200	26950	
TOTAL NUMBER	0	4	10	9	18	20	19	19	22	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	1	1	1	2	0	1	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	37900	41100	44450	47850	51250	54700	58000	62100	67750	52800
UPPER QUARTILE	33150	36250	39350	42450	45350	48100	50500	53250	56300	42100
MEDIAN	28250	30550	32750	34800	36650	38250	39600	41000	42350	33250
LOWER QUARTILE	23350	25150	26900	28350	30100	31450	32650	33950	35350	26600
LOWER DECILE	19350	20350	21750	23000	24200	25350	26450	27750	29300	20550
MEAN	28500	30850	33150	35400	37550	39500	41300	43250	45500	35400
TOTAL NUMBER	67	62	48	61	37	44	56	50	109	655
NUMBERS OVER $69000	0	0	0	0	0	0	1	1	10	12
NUMBERS UNDER $16000	1	0	2	0	0	0	0	0	0	9

NUMBER OF ENGINEERS COVERED - 655

SMOOTH CURVES

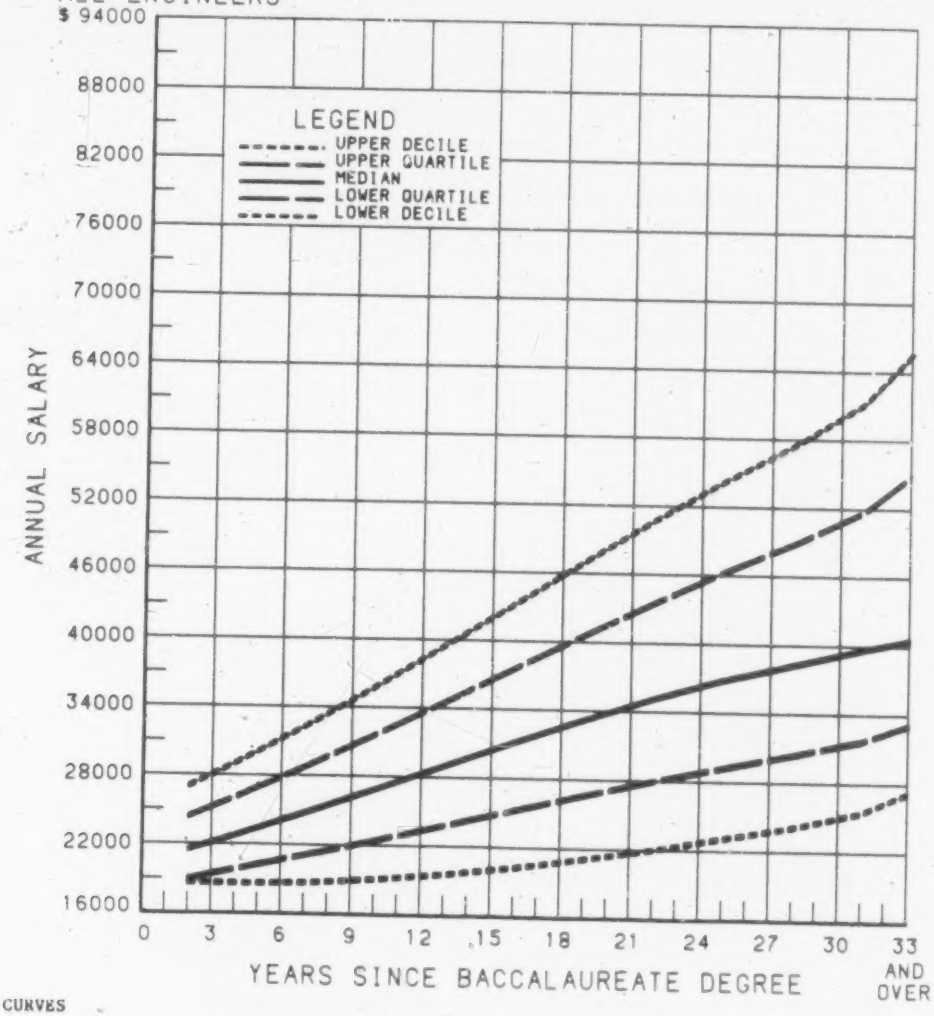
NON-Ph.D SCHOOLS, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	24800	27000	28950	30550	31900	32950	33850	34500	
UPPER QUARTILE	0	23000	23750	24450	25150	25800	26400	27000	27500	
MEDIAN	0	19250	20600	21700	22650	23400	24000	24500	24850	
LOWER QUARTILE	0	17950	18550	19100	19550	20050	20450	20850	21150	
LOWER DECILE	0	17300	17450	17650	17850	18000	18200	18350	18500	
MEAN	0	20350	21300	22150	22950	23600	24200	24750	25200	
TOTAL NUMBER	6	9	9	14	8	10	8	10	11	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	35450	36250	36600	36750	0	36800	36800	0	36800	33550
UPPER QUARTILE	28450	29600	30450	31100	0	31800	32000	0	32200	27400
MEDIAN	25400	25800	26000	26100	0	26150	26150	0	26150	24050
LOWER QUARTILE	21750	22600	22850	23150	0	23450	23500	0	23600	20500
LOWER DECILE	18800	19250	19600	19850	0	20200	20250	0	19650	18250
MEAN	25900	26600	27050	27250	0	27500	27500	0	27550	24850
TOTAL NUMBER	24	9	10	6	2	5	7	4	12	164
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	1	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 164

ALL ENGINEERING SCHOOLS. 9-10 MONTH. INSTRUCTORS
ALL ENGINEERS



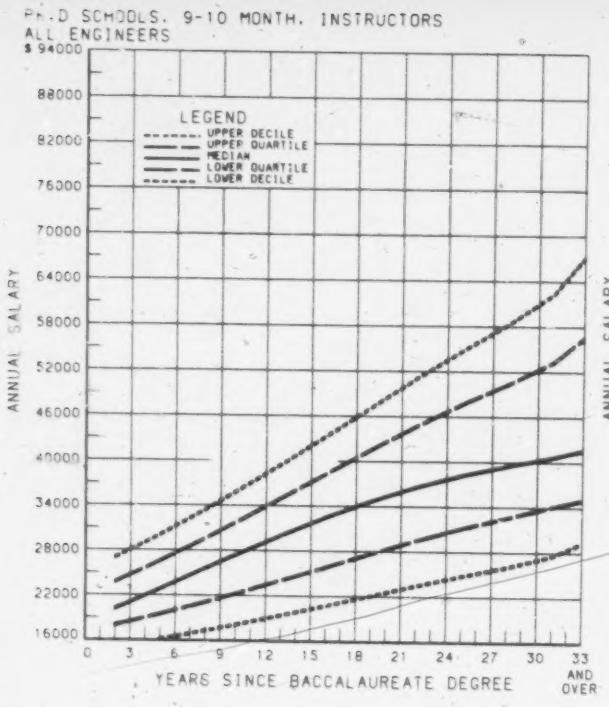
SMOOTH CURVES

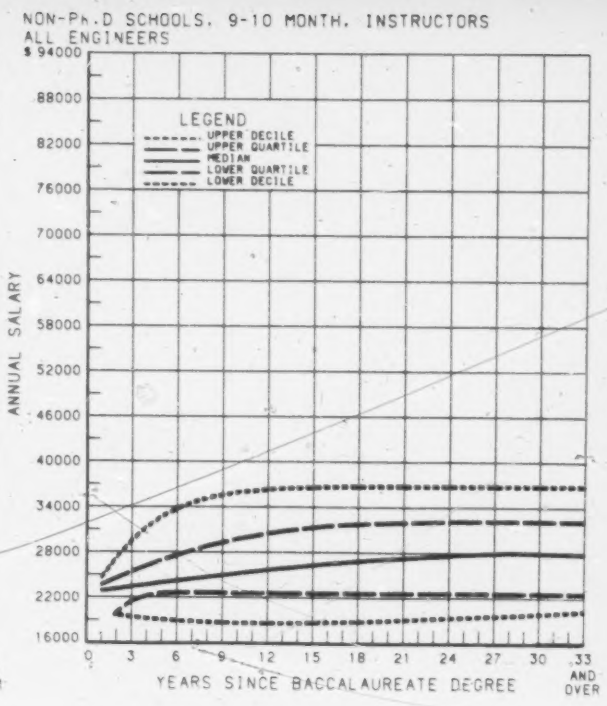
ALL ENGINEERING SCHOOLS, 9-10 MONTH, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	27000	28000	29050	30100	31200	32300	33450
UPPER QUARTILE	0	0	24350	25200	26050	26950	27850	28750	29700
MEDIAN	0	0	21500	22100	22750	23400	24100	24750	25450
LOWER QUARTILE	0	0	18950	19400	19800	20200	20650	21100	21500
LOWER DECILE	0	0	18650	18600	18600	18600	18650	18700	18800
MEAN	0	0	22100	22700	23300	23950	24550	25200	25900
TOTAL NUMBER	4	9	14	18	23	24	21	23	31
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	1	1	1	2	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	35800	39500	43250	47050	50750	54250	57500	61200	65500	51800
UPPER QUARTILE	31600	34550	37600	40600	43500	46300	48850	51700	54850	39750
MEDIAN	26850	29000	31150	33200	35150	36850	38250	39650	40500	31000
LOWER QUARTILE	22400	23800	25200	26600	27950	29200	30400	31700	33100	24100
LOWER DECILE	19050	19550	20250	21100	22000	23050	24100	25450	27200	20000
MEAN	27250	29400	31600	33850	36050	38150	40050	42100	43700	33500
TOTAL NUMBER	71	58	49	56	36	46	59	54	113	709
NUMBERS OVER $69000	0	0	0	0	0	0	1	1	9	11
NUMBERS UNDER $16000	1	1	2	0	0	0	0	0	0	10

NUMBER OF ENGINEERS COVERED - 709





SMOOTH CURVES

Ph.D SCHOOLS, 9-10 MONTH, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	27000	28000	29000	30050	31150	32300	33400	
UPPER QUARTILE	0	0	23700	24650	25550	26550	27550	28550	29550	
MEDIAN	0	0	20150	21000	21900	22800	23700	24650	25550	
LOWER QUARTILE	0	0	17950	18450	18950	19450	20000	20500	21050	
LOWER DECILE	0	0	15050	15400	15750	16150	16500	16900	17300	
MEAN	0	0	21200	21950	22700	23500	24250	25050	25850	
TOTAL NUMBER	0	3	7	7	16	15	16	14	22	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	1	1	1	2	0	1	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	35800	39450	43300	47150	51050	54750	58250	62300	67150	53500
UPPER QUARTILE	31700	34950	38250	41550	44700	47650	50300	53250	56500	42450
MEDIAN	27350	30000	32450	34650	36550	38150	39450	40650	41600	33050
LOWER QUARTILE	22200	24000	25800	27650	29450	31100	32550	34050	34950	25750
LOWER DECILE	18100	19400	20700	22050	23450	24750	26000	27500	29250	20150
MEAN	27500	30000	32500	34900	37200	39300	41200	43300	45450	35350
TOTAL NUMBER	53	50	39	50	34	41	52	50	101	570
NUMBERS OVER $69000	0	0	0	0	0	0	1	1	9	11
NUMBERS UNDER $16000	1	0	2	0	0	0	0	0	0	9

NUMBER OF ENGINEERS COVERED - 570

SMOOTH CURVES

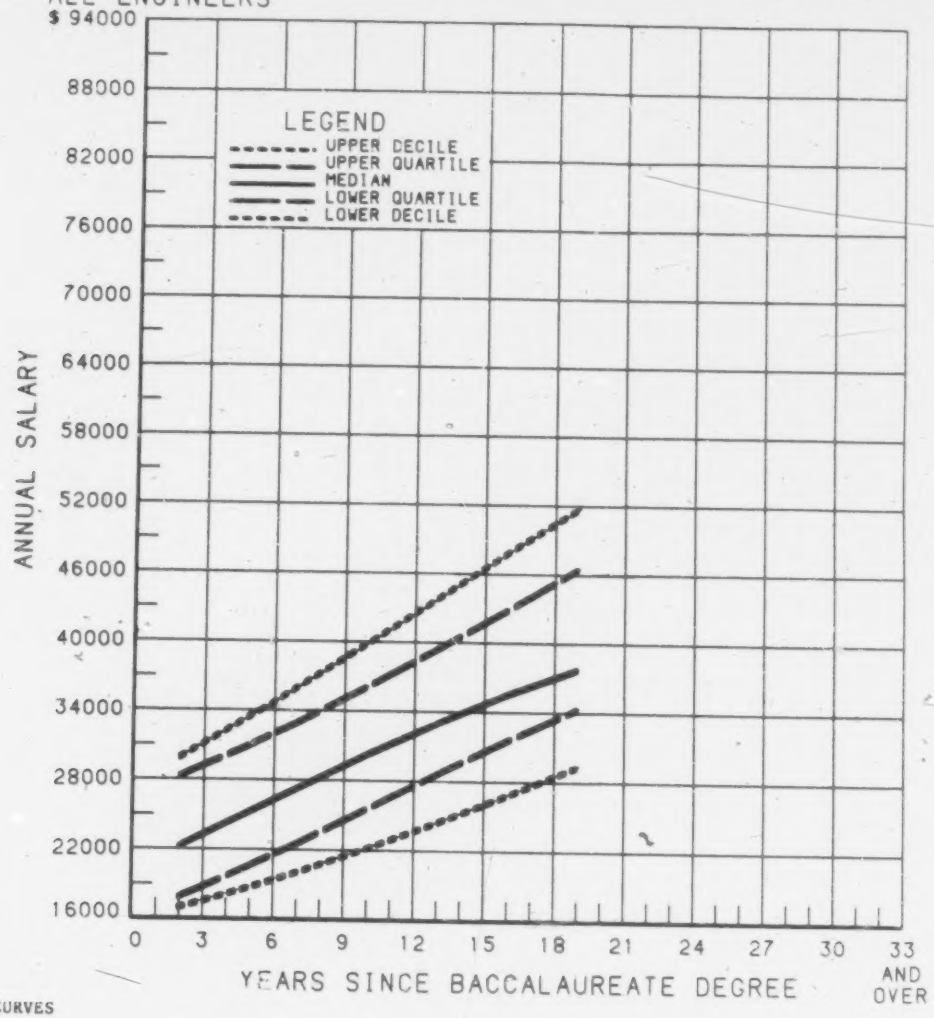
NON-Ph.D SCHOOLS, 9-10 MONTH, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	24650	27300	29550	31350	32750	33800	34600	35200	
UPPER QUARTILE	0	23650	24350	25400	26200	26950	27600	28250	28850	
MEDIAN	0	22850	23100	23400	23650	23950	24200	24450	24700	
LOWER QUARTILE	0	17400	20000	21500	22200	22350	22650	22650	22650	
LOWER DECILE	0	20000	19700	19450	19250	19100	18950	18850	18750	
MEAN	0	21700	22700	23600	24300	24900	25400	25850	26150	
TOTAL NUMBER	4	6	7	11	7	9	5	9	9	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	35950	36500	36700	36800	0	36800	36800	0	36800	34200
UPPER QUARTILE	29800	30850	31550	31900	0	32200	32200	0	32150	28300
MEDIAN	25200	25900	26500	27050	0	27800	28050	0	27850	24750
LOWER QUARTILE	22600	22600	22600	22600	0	22600	22600	0	22600	21700
LOWER DECILE	18650	18650	18750	18950	0	19450	19700	0	20300	19250
MEAN	26650	27050	27300	27400	0	27450	27450	0	27450	25850
TOTAL NUMBER	18	8	10	6	2	5	7	4	12	139
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	1	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 139

ALL ENGINEERING SCHOOLS. 11-12 MONTH. INSTRUCTORS
ALL ENGINEERS



SMOOTH CURVES

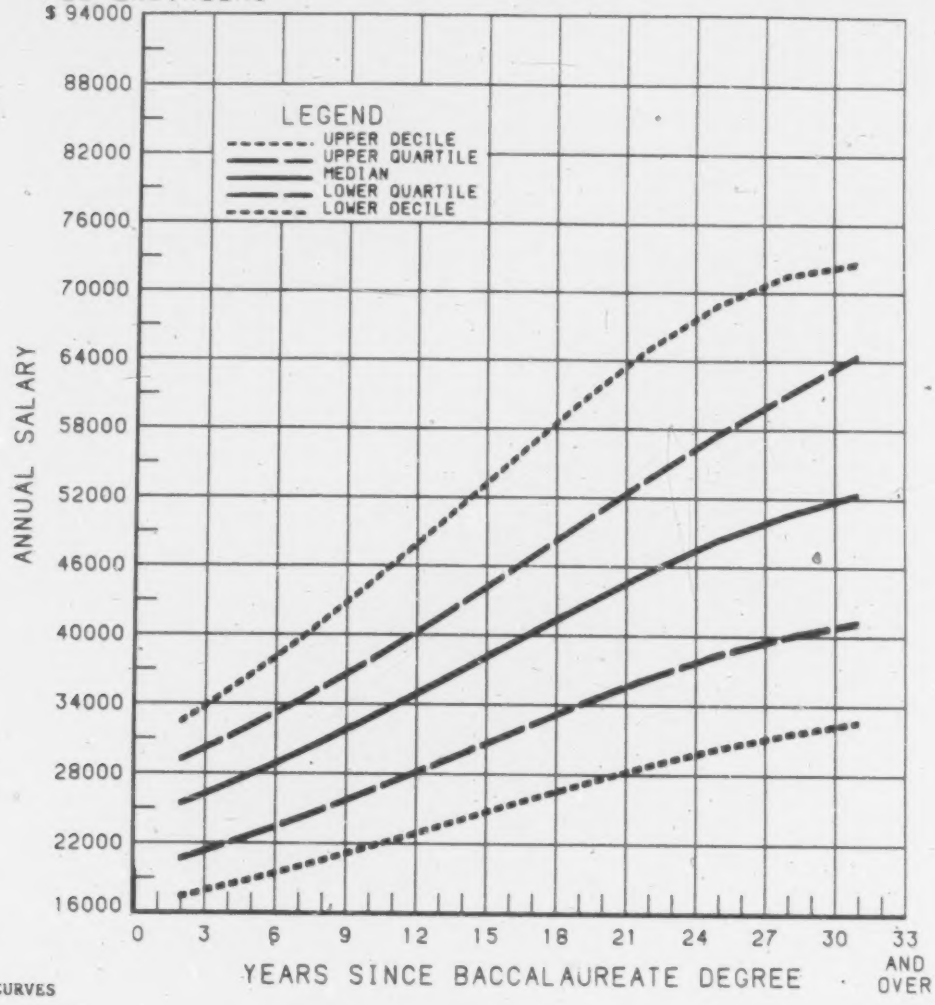
ALL ENGINEERING SCHOOLS, 11-12 MONTH, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	29850	31050	0	33450	34650	35950	0
UPPER QUARTILE	0	0	28250	29150	0	30950	31950	32900	0
MEDIAN	0	0	22200	23200	0	25200	26200	27200	0
LOWER QUARTILE	0	0	17850	18700	0	20550	21500	22450	0
LOWER DECILE	0	0	16950	17500	0	18700	19350	20000	0
MEAN	0	0	23000	23900	0	25700	26650	27600	0
TOTAL NUMBER	2	4	5	5	3	6	6	6	2
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	39800	43750	47750	51600	0	0	0	0	0	45100
UPPER QUARTILE	36050	39350	42800	46350	0	0	0	0	0	38250
MEDIAN	30200	32950	35500	37700	0	0	0	0	0	31000
LOWER QUARTILE	25500	28550	31500	34250	0	0	0	0	0	24500
LOWER DECILE	22100	24350	26750	29250	0	0	0	0	0	18400
MEAN	30600	33650	36750	39650	0	0	0	0	0	31850
TOTAL NUMBER	20	13	9	11	3	3	4	0	8	110
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	1	1
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 110

ALL ENGINEERING SCHOOLS, RESEARCH
ALL ENGINEERS



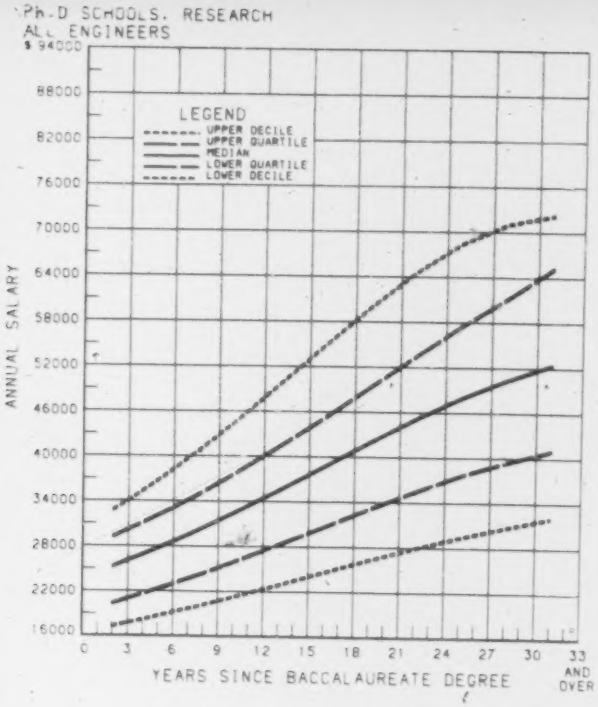
SMOOTH CURVES

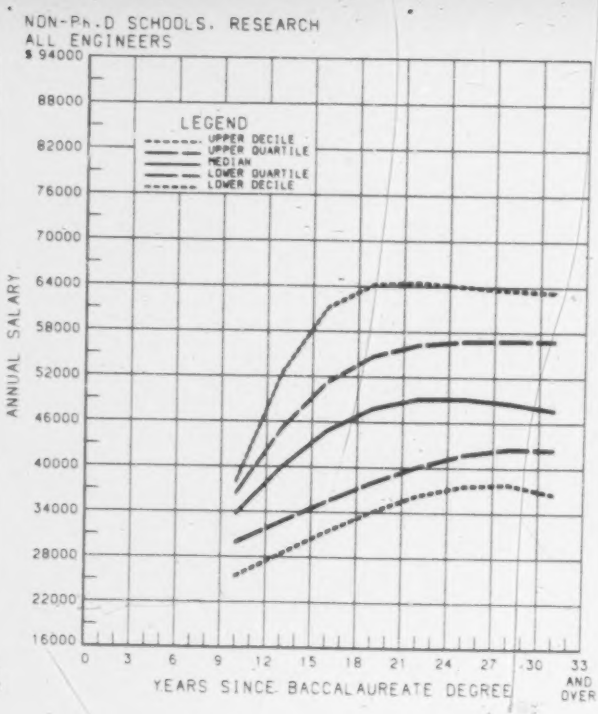
ALL ENGINEERING SCHOOLS, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32450	33750	35150	36550	38000	39500	41100
UPPER QUARTILE	0	0	29200	30150	31100	32150	33200	34250	35400
MEDIAN	0	0	25400	26200	27050	27950	28850	29800	30750
LOWER QUARTILE	0	0	20650	21300	22000	22700	23400	24150	24900
LOWER DECILE	0	0	17400	17900	18400	18900	19450	20000	20550
MEAN	0	0	25550	26350	27250	28100	29050	30000	30950
TOTAL NUMBER	6	8	13	18	24	31	19	32	31
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	2	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44350	49550	54900	60150	64950	68850	71500	72550	0	66200
UPPER QUARTILE	37700	41450	45450	49550	53650	57550	61000	64400	0	52100
MEDIAN	32750	35900	39150	42400	45550	48350	50550	52350	0	39200
LOWER QUARTILE	26500	28950	31450	34000	36350	38400	40000	41200	0	30150
LOWER DECILE	21700	23500	25350	27100	28800	30300	31550	32600	0	23650
MEAN	32950	36150	39450	42750	45900	48750	51000	52800	0	41900
TOTAL NUMBER	92	90	76	75	58	93	70	81	143	960
NUMBERS OVER $69000	0	0	0	3	7	11	15	11	30	77
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	5

NUMBER OF ENGINEERS COVERED - 960





SMOOTH CURVES

Ph.D SCHOOLS, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32750	34000	35350	36750	38200	39700	41200
UPPER QUARTILE	0	0	29200	30150	31100	32100	33100	34150	35250
MEDIAN	0	0	25200	26050	26850	27700	28600	29500	30450
LOWER QUARTILE	0	0	20300	20950	21600	22250	22950	23650	24350
LOWER DECILE	0	0	17250	17700	18150	18650	19150	19650	20150
MEAN	0	0	25450	26250	27100	27950	28850	29750	30700
TOTAL NUMBER	6	7	12	15	22	29	15	28	29
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	2	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44400	49500	54750	59850	64350	68400	71000	72200	0	67250
UPPER QUARTILE	37550	41250	45150	49250	53400	57450	61150	65150	0	52000
MEDIAN	32400	35450	38650	41900	45050	47900	50300	52400	0	38650
LOWER QUARTILE	25850	28200	30600	33050	35400	37550	39350	40950	0	29550
LOWER DECILE	21200	22850	24550	26250	27850	29350	30700	32000	0	22850
MEAN	32650	35750	39000	42250	45450	48300	50700	52800	0	41700
TOTAL NUMBER	83	82	67	63	48	81	55	76	129	847
NUMBERS OVER $69000	0	0	0	3	7	11	14	11	29	75
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	5

NUMBER OF ENGINEERS COVERED - 847

SMOOTH CURVES

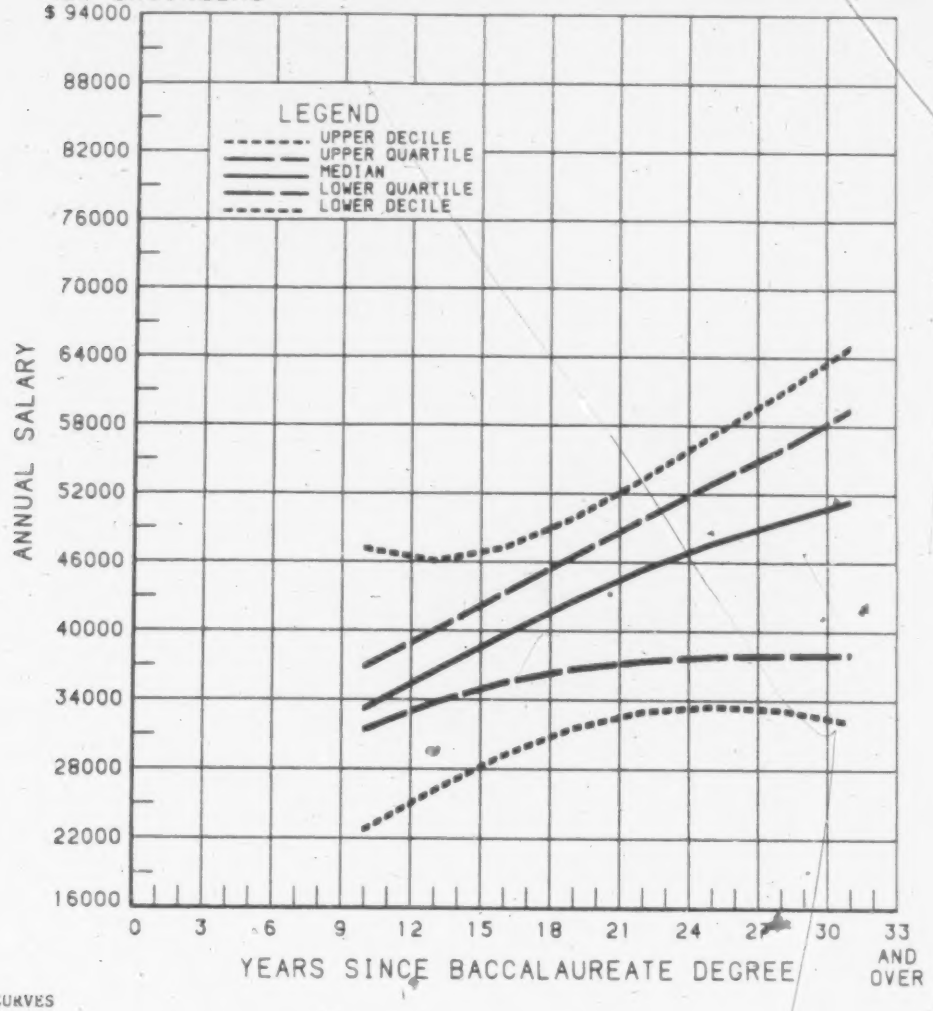
NON-Ph.D SCHOOLS, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	3	2	2	4	4	2
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	38050	52450	61150	64200	64500	64000	63550	63250	0	62150
UPPER QUARTILE	36450	45050	51250	54700	56250	56750	56850	56800	0	53800
MEDIAN	33700	39900	44800	47800	49100	49150	48600	47650	0	41150
LOWER QUARTILE	29900	32650	35400	37950	40100	41700	42550	42400	0	33800
LOWER DECILE	25450	28400	31350	34050	36250	37550	37850	36550	0	28150
MEAN	33250	39950	45050	48100	49400	49550	49150	48500	0	43500
TOTAL NUMBER	9	8	9	12	10	12	15	5	14	113
NUMBERS OVER $69000	0	0	0	0	0	0	1	0	1	2
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 113

ALL ENGINEERING SCHOOLS, 9-10 MONTH, RESEARCH
ALL ENGINEERS



SMOOTH CURVES

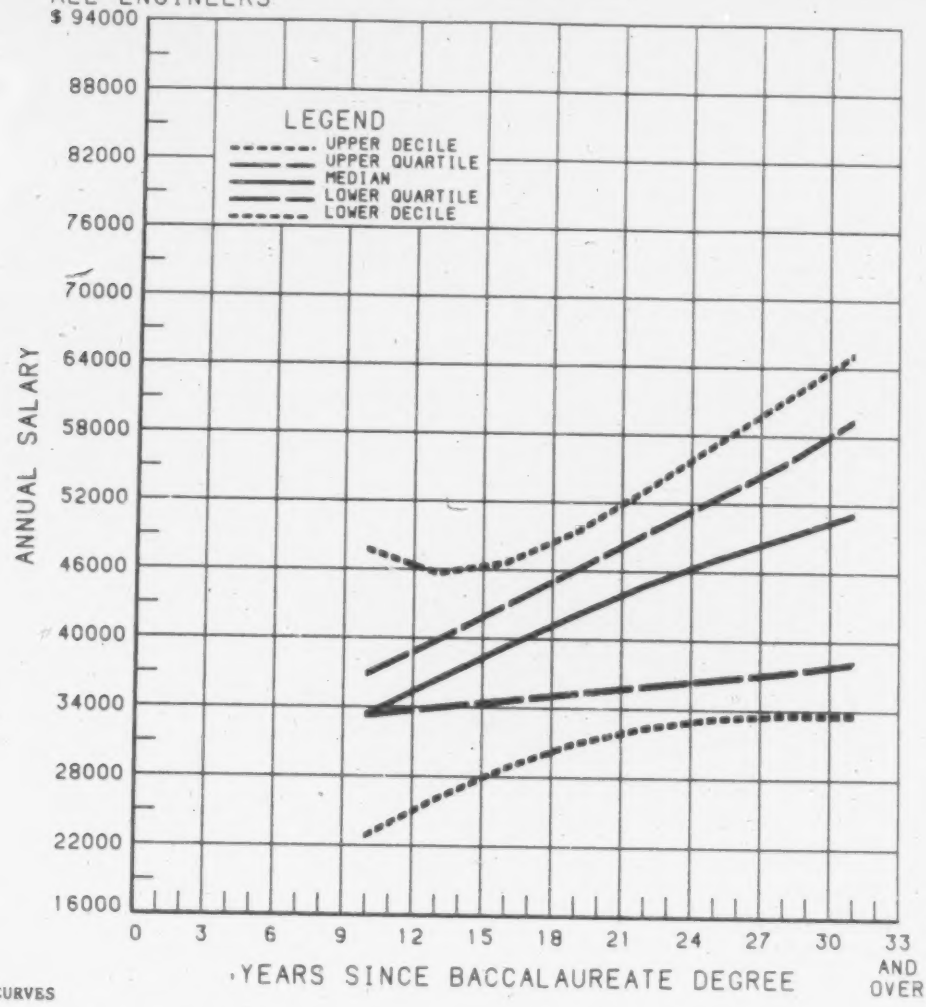
ALL ENGINEERING SCHOOLS, 9-10 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	2	1	0	3	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47150	46100	47250	49850	53250	57050	60800	64850	0	62750
UPPER QUARTILE	36850	40000	43250	46500	49750	52900	55850	59350	0	53100
MEDIAN	33200	36450	39600	42600	45350	47650	49550	51350	0	44000
LOWER QUARTILE	31400	33750	35500	36700	37400	37800	37900	37950	0	34950
LOWER DECILE	22750	26150	29200	31550	33000	33450	33150	32100	0	30250
MEAN	34500	37000	39450	41800	43950	45900	47600	49450	0	44850
TOTAL NUMBER	15	17	17	17	11	29	18	37	46	218
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	10	10
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 218

Ph.D SCHOOLS, 9-10 MONTH, RESEARCH
ALL ENGINEERS



SMOOTH CURVES

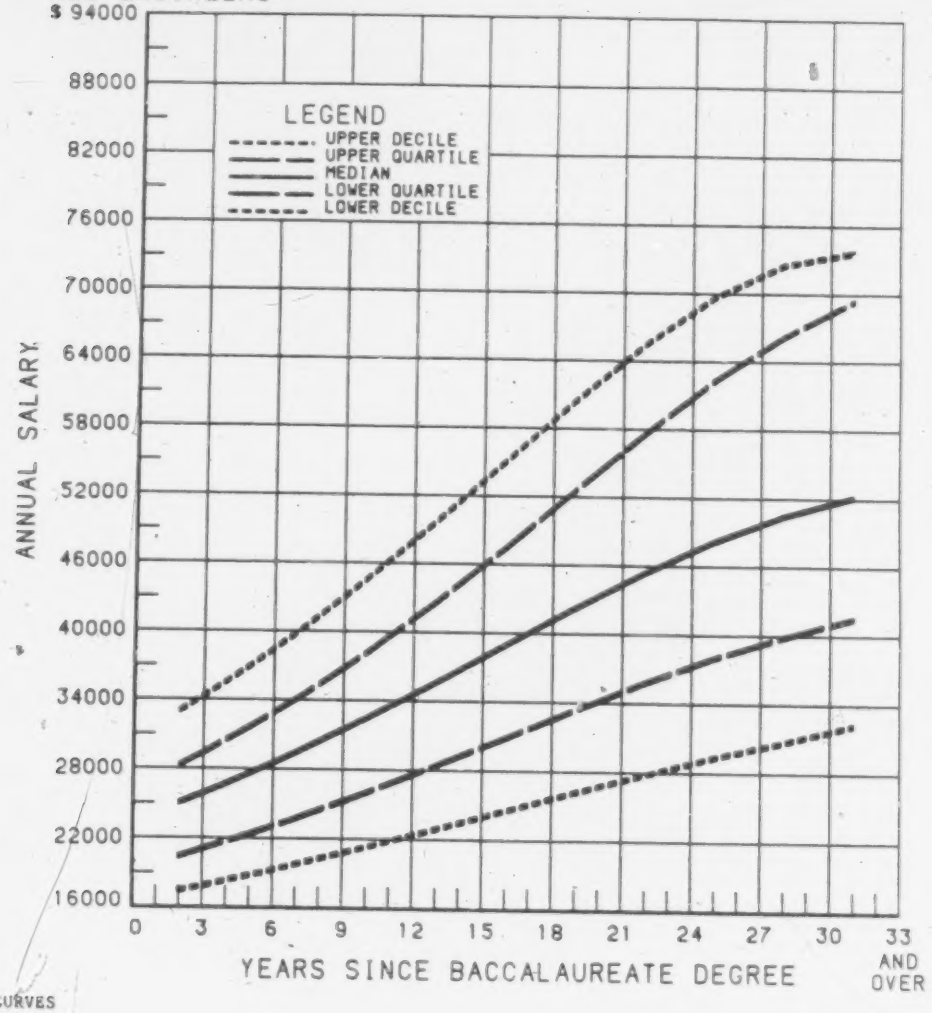
Ph.D SCHOOLS, 9-10 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	2	1	0	3	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47700	45650	46650	49400	53100	57150	61050	65100	0	62950
UPPER QUARTILE	36850	39800	42900	46050	49250	52400	55500	59300	0	53100
MEDIAN	33350	36350	39300	42100	44750	47050	49050	51100	0	43900
LOWER QUARTILE	33250	33950	34600	35300	35950	36600	37250	38100	0	35050
LOWER DECILE	22850	26050	28800	30950	32350	33200	33550	33550	0	30450
MEAN	34800	36950	39150	41300	43350	45350	47150	49350	0	44950
TOTAL NUMBER	14	17	16	15	11	28	17	36	45	209
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	10	10
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 209

ALL ENGINEERING SCHOOLS. 11-12 MONTH. RESEARCH
ALL ENGINEERS



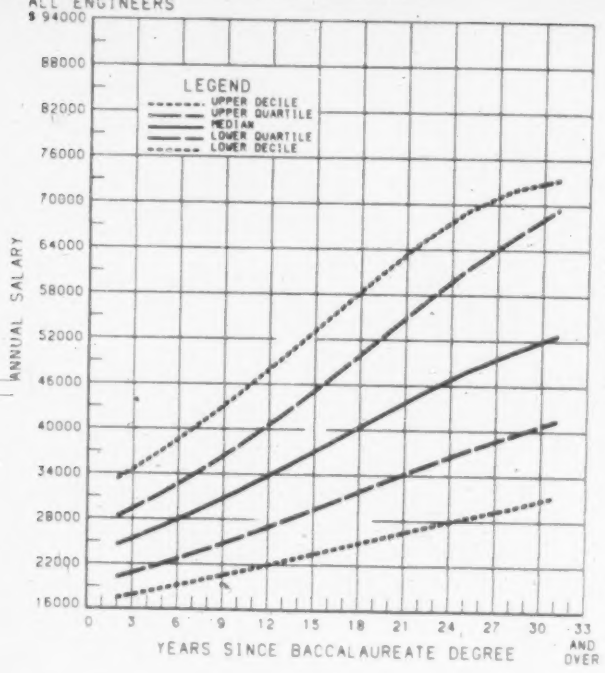
SMOOTH CURVES

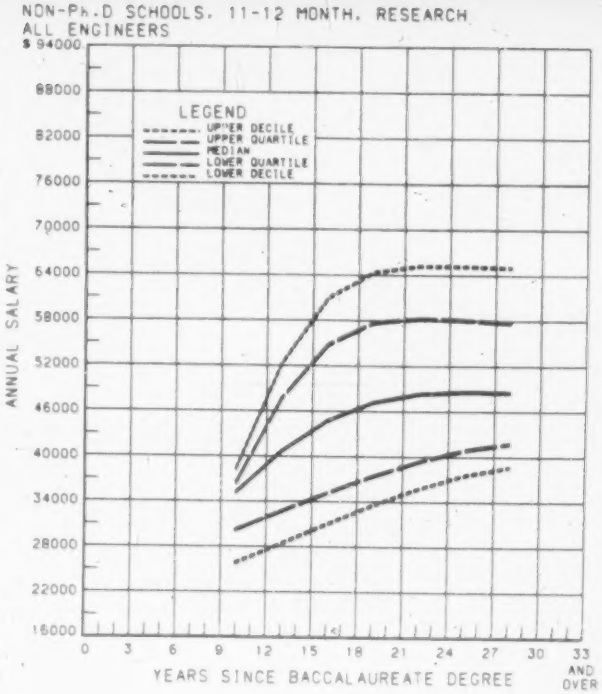
ALL ENGINEERING SCHOOLS, 11-12 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33000	34300	35600	36950	38400	39850	41400
UPPER QUARTILE	0	0	28300	29350	30500	31650	32850	34100	35400
MEDIAN	0	0	25050	25850	26700	27600	28500	29450	30450
LOWER QUARTILE	0	0	20400	21050	21700	22350	23050	23750	24500
LOWER DECILE	0	0	17450	17850	18350	18800	19300	19800	20300
MEAN	0	0	25250	26100	26950	27900	28800	29800	30800
TOTAL NUMBER	6	8	13	17	22	30	19	29	27
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	1	2	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44600	49750	55100	60500	65500	69700	72550	73700	0	67600
UPPER QUARTILE	38150	42650	47500	52600	57650	62350	66200	69350	0	51350
MEDIAN	32450	35600	38950	42250	45400	48200	50450	52150	0	38000
LOWER QUARTILE	26000	28400	30850	33350	35800	38000	39850	41500	0	28500
LOWER DECILE	21300	22900	24550	26200	27800	29350	30700	32200	0	22500
MEAN	32850	36150	39600	43050	46400	49400	51850	53750	0	41050
TOTAL NUMBER	77	73	59	58	47	64	52	44	97	742
NUMBERS OVER $69000	0	0	0	3	7	11	15	11	20	67
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	4

NUMBER OF ENGINEERS COVERED - 742





SMOOTH CURVES

Ph.D SCHOOLS, 11-12 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	33300	34550	35850	37200	38600	40050	41550	
UPPER QUARTILE	0	0	28300	29350	30400	31500	32650	33850	35100	
MEDIAN	0	0	24550	25350	26200	27050	27950	28850	29800	
LOWER QUARTILE	0	0	20200	20800	21400	22050	22700	23400	24050	
LOWER DECILE	0	0	17450	17900	18300	18750	19200	19600	20100	
MEAN	0	0	23050	25900	26750	27650	28550	29500	30450	
TOTAL NUMBER	6	7	12	15	20	28	15	25	25	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	1	2	1	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44650	49650	54850	60050	64950	69050	71900	73300	0	69050
UPPER QUARTILE	37750	42050	46700	51600	56600	61350	65500	69400	0	51100
MEDIAN	31750	34900	38150	41500	44800	47850	50400	52750	0	36950
LOWER QUARTILE	25500	27800	30150	32600	35000	37300	39350	41450	0	27750
LOWER DECILE	21000	22450	23950	25450	26950	28400	29750	31350	0	21850
MEAN	32500	35750	39150	42600	45950	49050	51650	53900	0	40600
TOTAL NUMBER	69	65	51	48	37	53	38	40	84	638
NUMBERS OVER $69000	0	0	0	3	7	11	14	11	19	65
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	4

NUMBER OF ENGINEERS COVERED - 638

SMOOTH CURVES

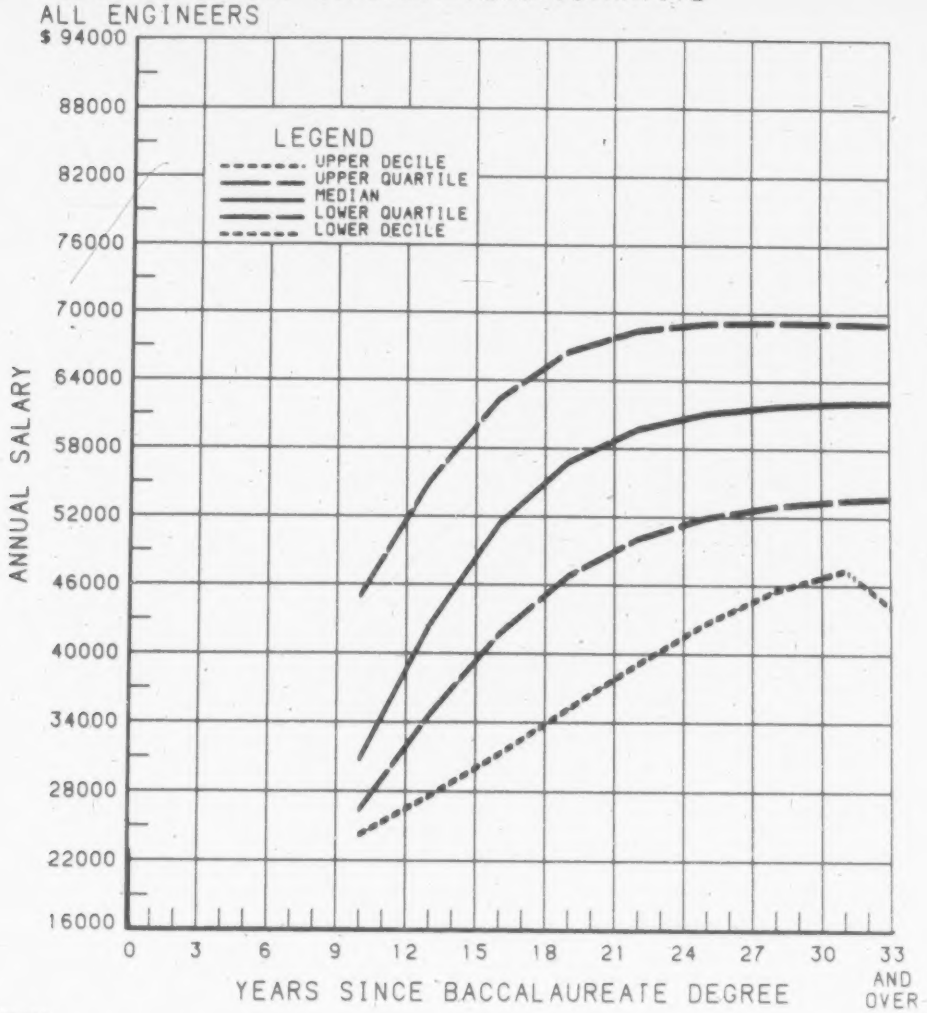
NON-Ph.D SCHOOLS, 11-12 MONTH, RESEARCH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	0	0	0	0	0	
UPPER QUARTILE	0	0	0	0	0	0	0	0	0	
MEDIAN	0	0	0	0	0	0	0	0	0	
LOWER QUARTILE	0	0	0	0	0	0	0	0	0	
LOWER DECILE	0	0	0	0	0	0	0	0	0	
MEAN	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER	0	1	1	2	2	2	4	4	2	
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	38300	52350	60950	64350	65200	65150	65000	0	0	62500
UPPER QUARTILE	36400	47700	54750	57700	58250	58050	57700	0	0	54000
MEDIAN	35150	40650	44700	47150	48300	48600	48500	0	0	40800
LOWER QUARTILE	30150	32650	35100	37350	39300	40850	41750	0	0	34150
LOWER DECILE	25800	28350	30950	33450	35700	37500	38650	0	0	29150
MEAN	33900	40050	44650	47500	48950	49600	49800	0	0	43650
TOTAL NUMBER	8	8	8	10	10	11	14	4	13	104
NUMBERS OVER $69000	0	0	0	0	0	0	1	0	1	2
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 104

ALL ENGINEERING SCHOOLS, ADMINISTRATIVE
ALL ENGINEERS



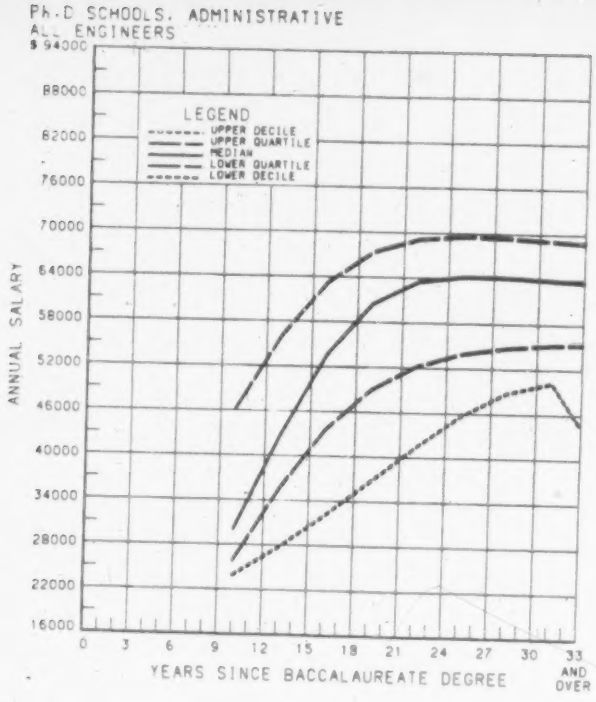
SMOOTH CURVES

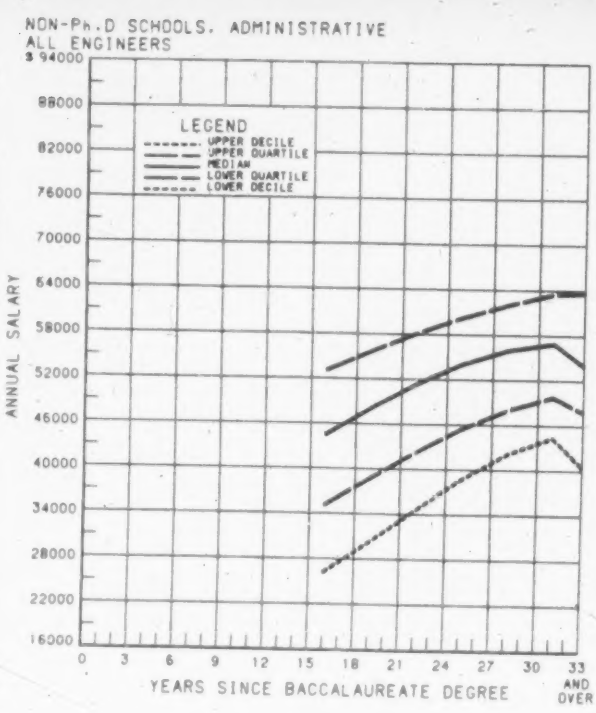
ALL ENGINEERING SCHOOLS, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	1	0	3	0	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	45000	55100	62350	66500	68400	69050	69150	69050	68950	69050
MEDIAN	30800	42450	51350	56800	59700	61100	61750	62050	62100	60200
LOWER QUARTILE	26400	34650	41700	46800	50050	51950	52950	53500	53700	50350
LOWER DECILE	24250	27600	31250	35200	39100	42700	45550	47350	44100	40000
MEAN	38150	44700	50450	54950	57900	59600	60350	60500	60250	57950
TOTAL NUMBER	11	15	30	81	99	111	124	107	174	760
NUMBERS OVER $69000	1	0	2	18	20	36	40	32	52	201
NUMBERS UNDER $16000	1	0	0	1	0	0	0	0	0	3

NUMBER OF ENGINEERS COVERED - 760





SMOOTH CURVES

Ph.D SCHOOLS, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	1	0	2	0	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	46200	56050	63250	67350	69100	69350	69400	69050	68800	69050
MEDIAN	30050	42600	53550	60450	63450	64200	64150	63850	63650	62450
LOWER QUARTILE	25850	35450	43500	48950	52200	53950	54800	55250	55350	52150
LOWER DECILE	23850	27600	31900	36350	41300	43600	48750	50200	44300	41650
MEAN	37000	45100	52100	57150	60100	61450	61750	61550	61100	59350
TOTAL NUMBER	10	13	25	63	69	87	104	87	147	612
NUMBERS OVER $69000	1	0	2	18	18	33	36	30	49	187
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 612

SMOOTH CURVES

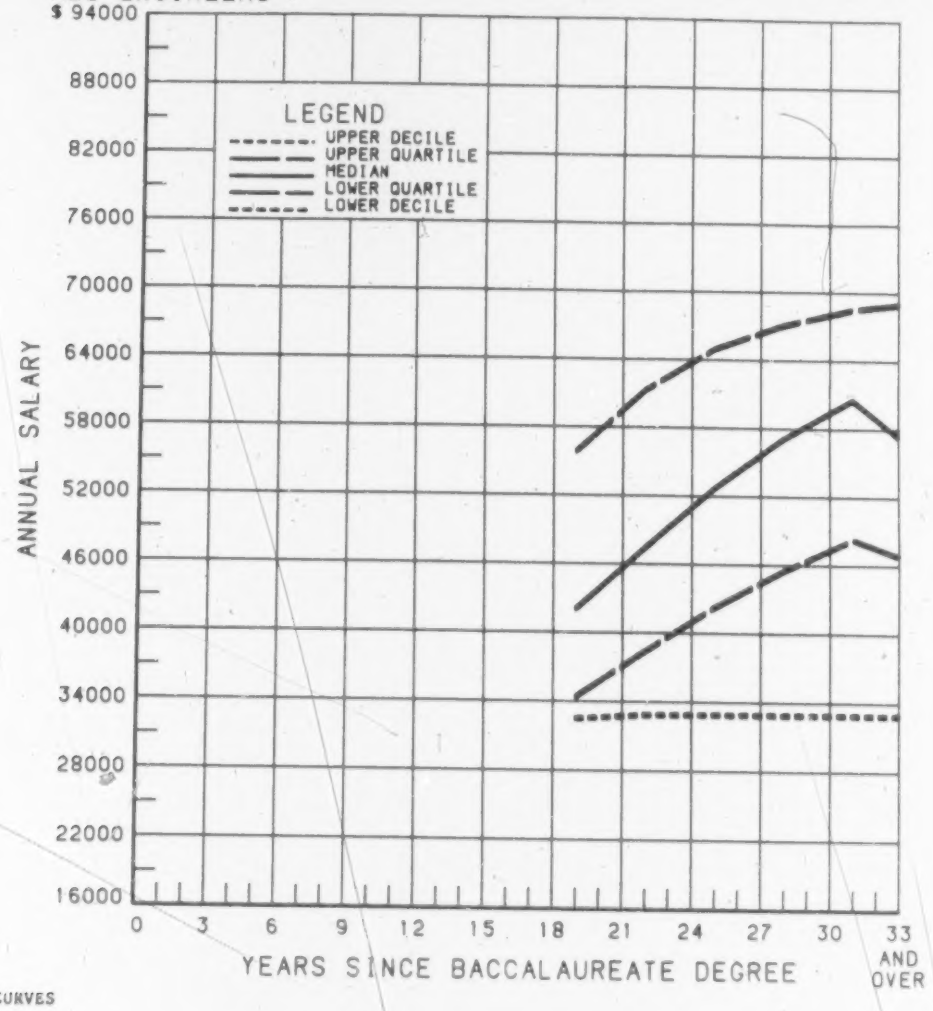
NON-Ph.D SCHOOLS, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	53050	55700	58150	60250	62000	63500	63650	60650
MEDIAN	0	0	44500	48100	51350	54050	55950	56900	53950	53600
LOWER QUARTILE	0	0	35100	38750	42250	45450	47950	49750	47750	44000
LOWER DECILE	0	0	26200	30250	34500	38650	42100	44350	40450	36100
MEAN	0	0	44300	47500	50450	52950	54900	56250	54950	52300
TOTAL NUMBER	1	2	5	18	30	24	20	20	27	148
NUMBERS OVER $69000	0	0	0	0	2	3	4	2	3	14
NUMBERS UNDER $16000	0	0	0	1	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 148

ALL ENGINEERING SCHOOLS, 9-10 MONTH, ADMINISTRATIVE
ALL ENGINEERS



SMOOTH CURVES

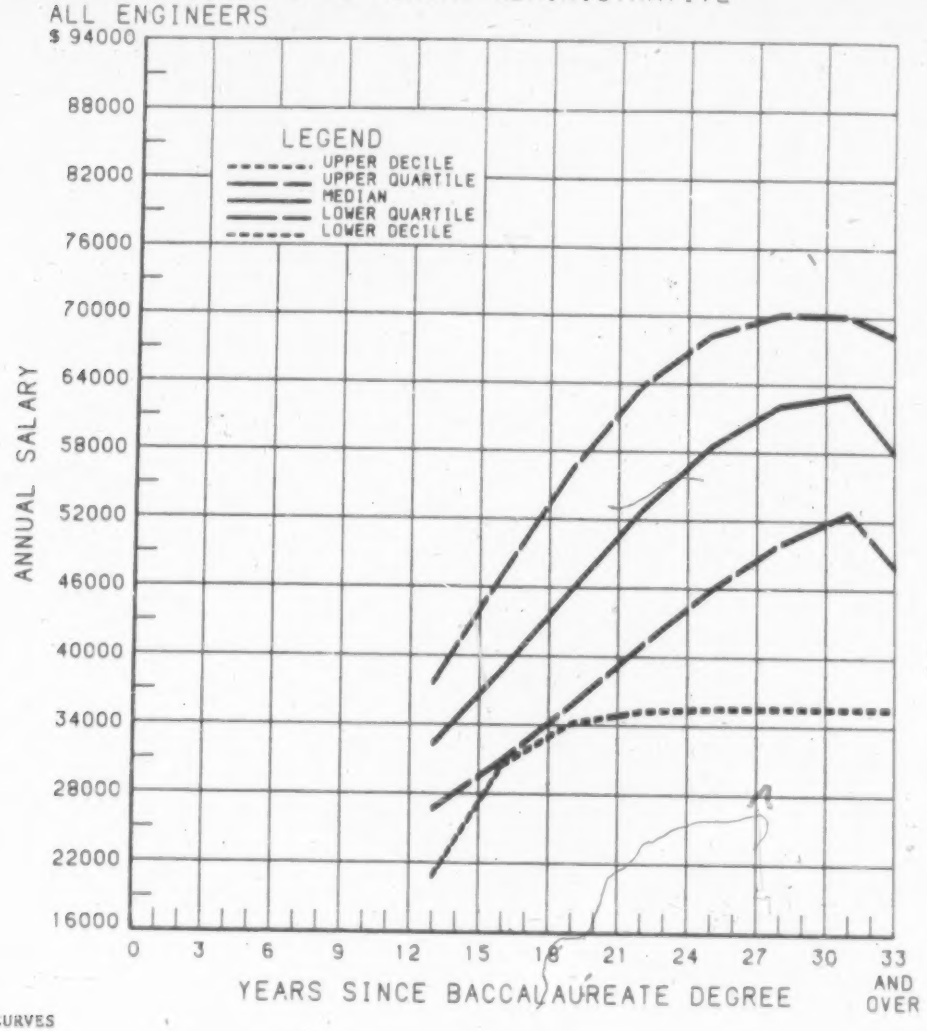
ALL ENGINEERING SCHOOLS, 9-10 MONTH, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	0	0	2	0	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	55850	61300	64950	67100	68500	69000	64250
MEDIAN	0	0	0	42050	47450	52700	57100	60550	57350	51950
LOWER QUARTILE	0	0	0	34400	38400	42250	45500	48250	46800	38350
LOWER DECILE	0	0	0	32500	32850	32900	32900	32900	32900	28150
MEAN	0	0	0	44750	49100	53000	55950	57950	55700	50300
TOTAL NUMBER	5	7	9	24	17	17	23	26	39	173
NUMBERS OVER $69000	0	0	1	0	4	4	6	4	11	30
NUMBERS UNDER $16000	1	0	0	1	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 173

Ph.D SCHOOLS. 9-10 MONTH. ADMINISTRATIVE
ALL ENGINEERS



SMOOTH CURVES

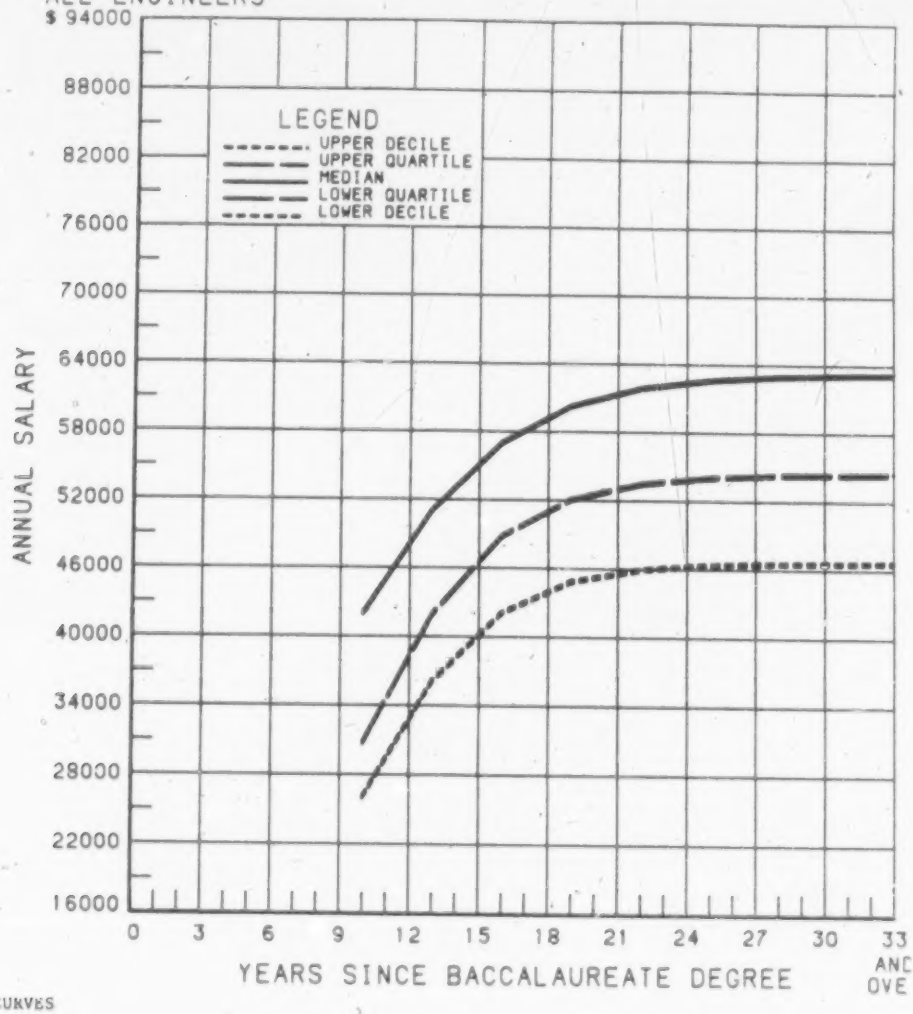
Ph.D SCHOOLS, 9-10 MONTH, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	0	0	2	0	1	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	37650	47250	56450	63750	68300	70150	70050	68250	67100
MEDIAN	0	32300	38850	45900	52800	58500	62100	63100	58050	55300
LOWER QUARTILE	0	26650	30950	35800	40950	45900	49950	52700	47950	39300
LOWER DECILE	0	20850	30500	34200	35250	35500	35550	35550	35550	27000
MEAN	0	35650	41150	46800	52050	56300	59100	60100	56400	51950
TOTAL NUMBER	5	6	9	15	9	14	20	21	35	140
NUMBERS OVER $69000	0	0	1	0	4	4	6	4	11	30
NUMBERS UNDER $16000	1	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 140

ALL ENGINEERING SCHOOLS, 11-12 MONTH, ADMINISTRATIVE
ALL ENGINEERS



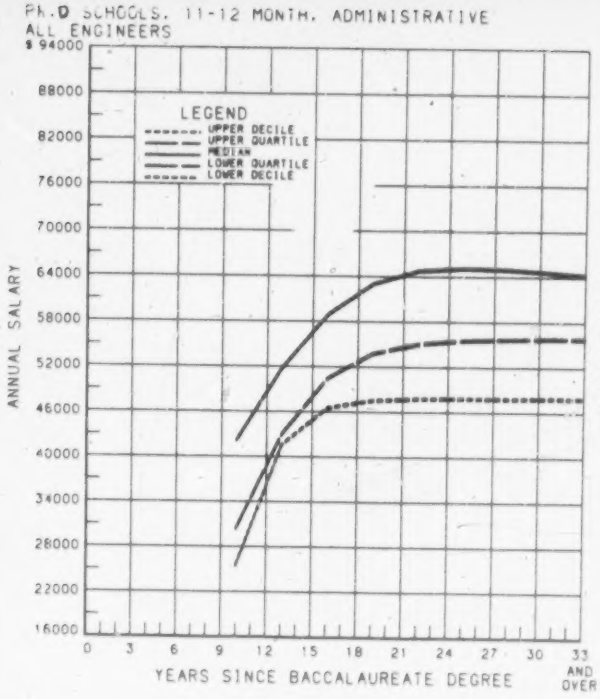
SMOOTH CURVES

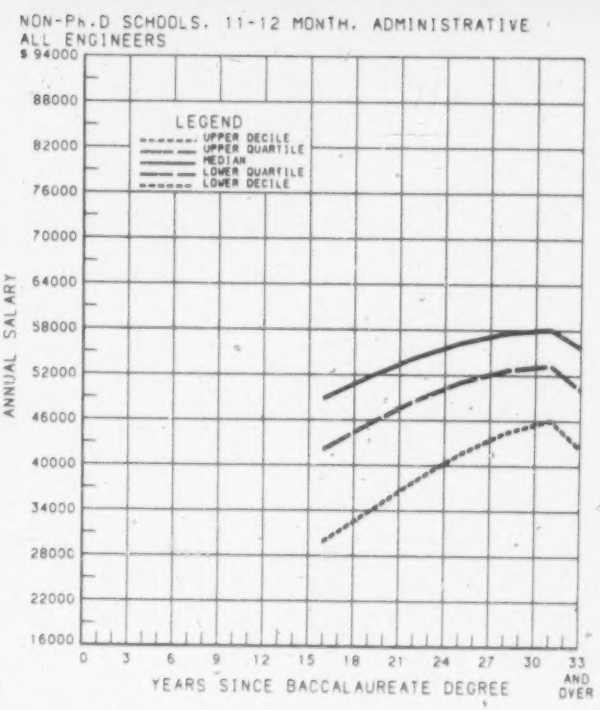
ALL ENGINEERING SCHOOLS, 11-12 MONTH, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	1	0	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0	0
MEDIAN	42000	51050	57000	60250	61850	62600	62950	63100	63150	62150
LOWER QUARTILE	30750	41950	48800	52050	53450	54050	54300	54350	54400	53150
LOWER DECILE	26050	36150	42100	44850	45950	46400	46550	46600	46650	45200
MEAN	43400	51050	55950	58700	60150	60850	61200	61350	61400	60200
TOTAL NUMBER	6	8	21	57	82	94	101	81	135	587
NUMBERS OVER $69000	1	0	1	18	16	32	34	28	41	171
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 587





SMOOTH CURVES

Ph.D SCHOOLS, 11-12 MONTH, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	0	0	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0	0
MEDIAN	42150	51800	58900	63000	64750	65100	64950	64550	64250	64100
LOWER QUARTILE	30400	43000	50450	53750	55050	55550	55700	55800	55800	54700
LOWER DECILE	25500	41550	46500	47550	47800	47850	47850	47900	47900	46700
MEAN	43350	52750	58100	60600	61650	62100	62300	62350	62400	61500
TOTAL NUMBER	5	7	16	48	60	73	84	66	112	472
NUMBERS OVER $69000	1	0	1	18	14	29	30	26	38	157
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 472

SMOOTH CURVES

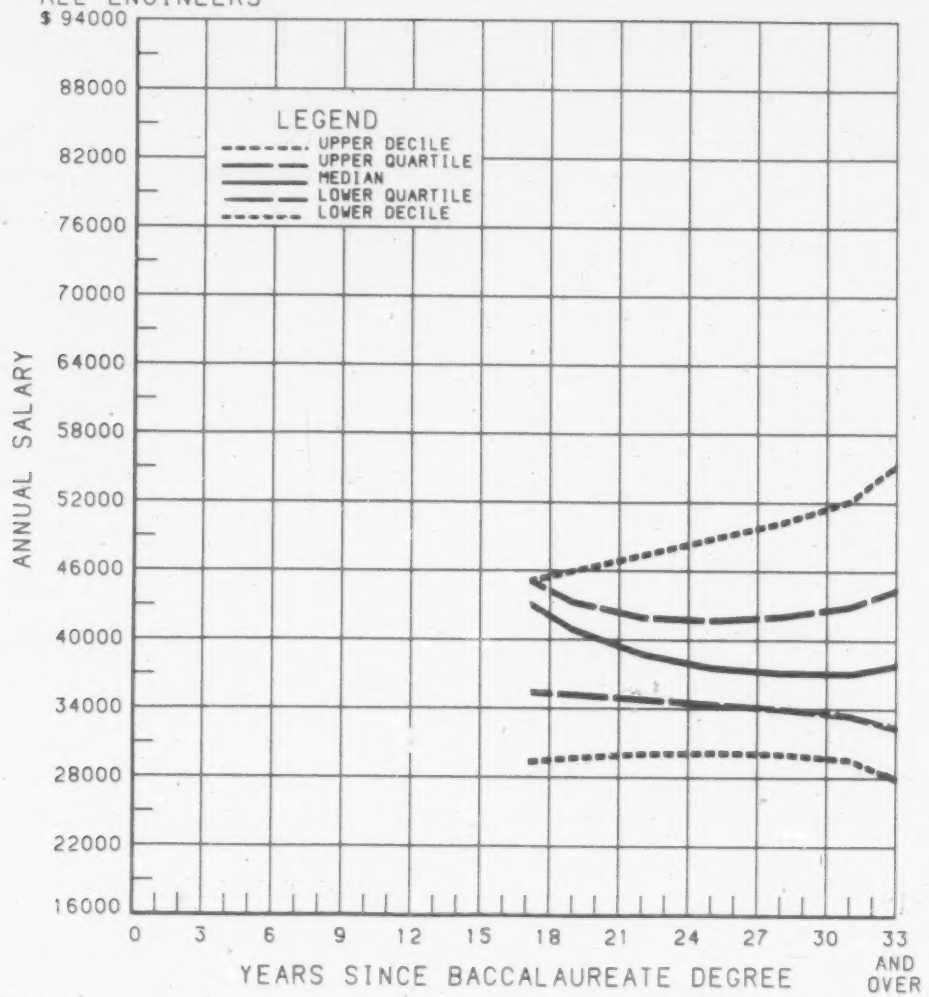
NON-Ph.D SCHOOLS, 11-12 MONTH, ADMINISTRATIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	48850	51700	54250	56200	57550	58100	55650	55900
LOWER QUARTILE	0	0	42100	45500	48550	51000	52650	53300	50050	49400
LOWER DECILE	0	0	29900	33850	37850	41500	44350	46050	42300	41150
MEAN	0	0	48550	51400	53900	55950	57350	58050	56050	54850
TOTAL NUMBER	1	1	5	9	22	21	17	15	23	115
NUMBERS OVER $69000	0	0	0	0	4	3	4	2	3	14
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 115

ENGINEERING TECHNOLOGY SCHOOLS



SMOOTH CURVES

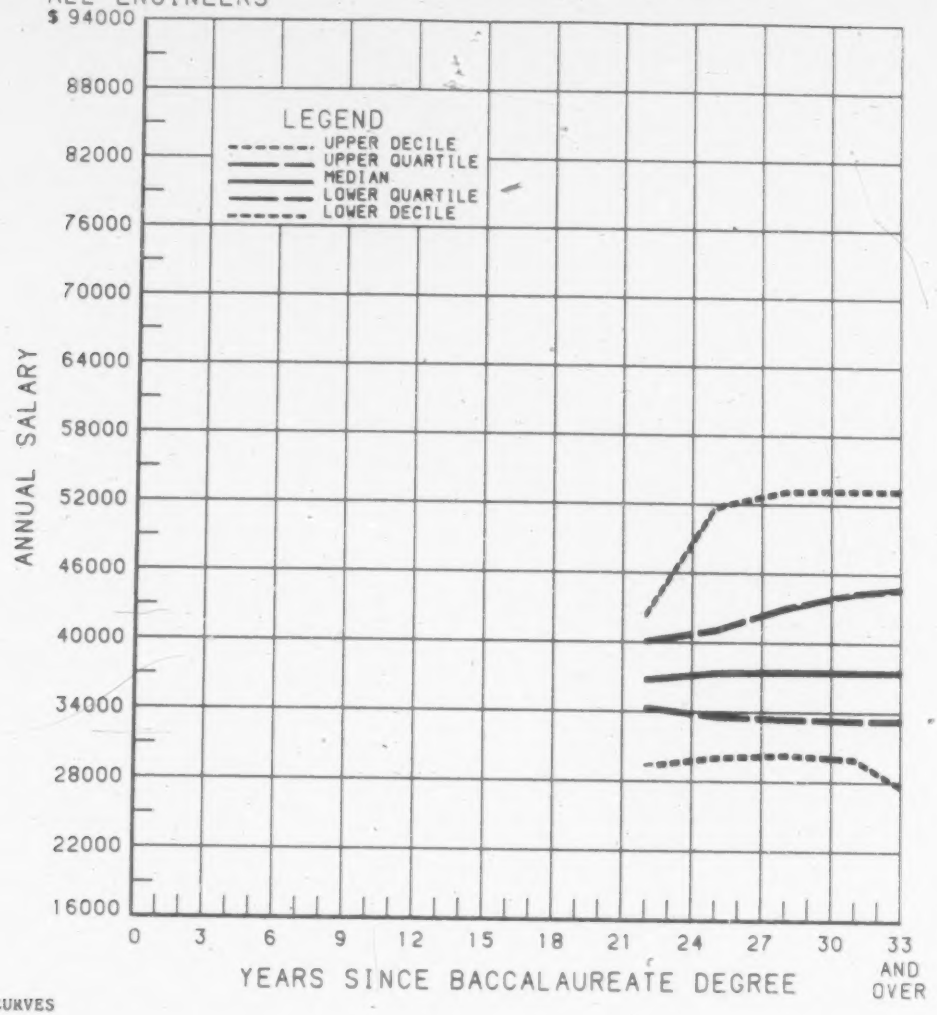
TECHNOLOGY SCHOOLS, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	44550	45950	47350	48800	50200	52100	55250	52000
UPPER QUARTILE	0	0	46250	43200	41900	41650	42000	42900	44350	42150
MEDIAN	0	0	44450	40800	38700	37550	37100	37050	37800	37550
LOWER QUARTILE	0	0	35500	35150	34750	34350	33950	33350	32300	34350
LOWER DECILE	0	0	29100	29650	30000	30100	30000	29500	27850	30400
MEAN	0	0	41250	39400	38550	38350	38500	38950	39750	39000
TOTAL NUMBER	1	0	5	12	29	32	35	32	44	190
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 190

TECHNOLOGY SCHOOLS. 9-10 MONTH. PROFESSOR
ALL ENGINEERS



SMOOTH CURVES

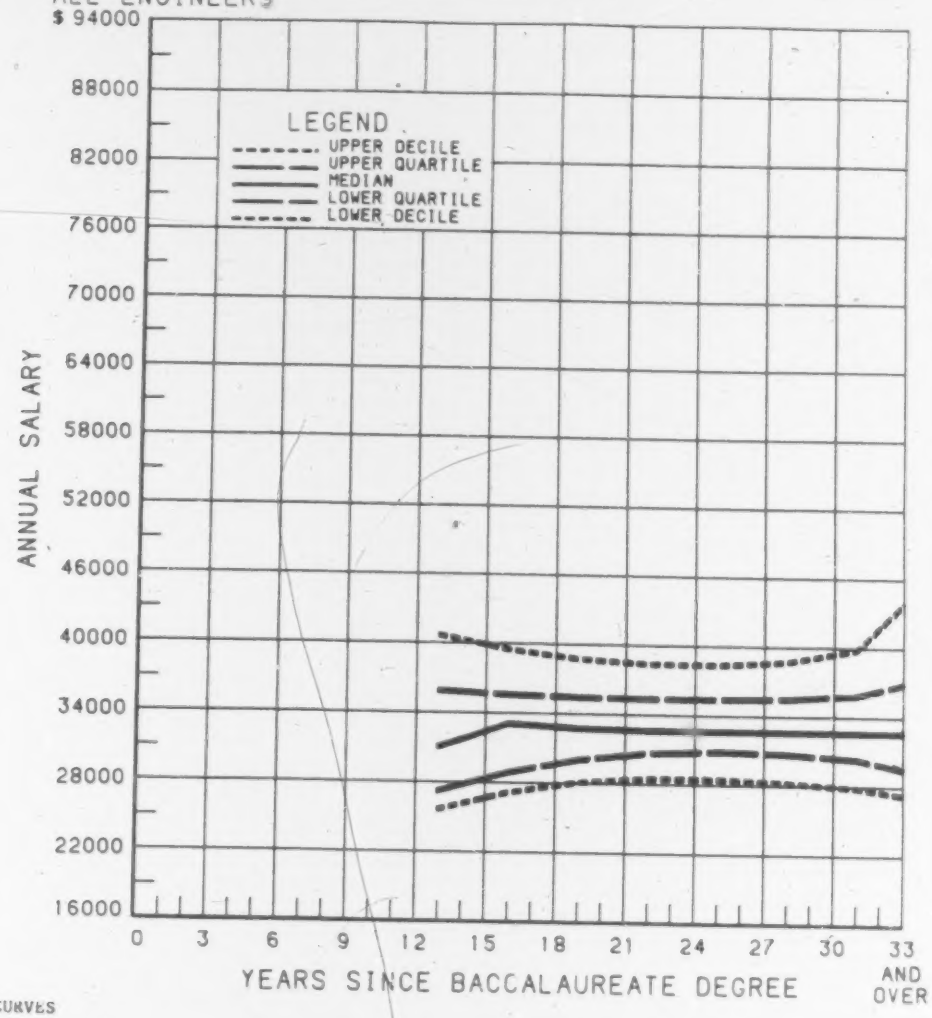
TECHNOLOGY SCHOOLS, 9-10 MONTH, PROFESSOR

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	0	0	0	42350	51750	53100	53200	53200	52350
UPPER QUARTILE	0	0	0	0	40050	41050	43000	44300	44650	42550
MEDIAN	0	0	0	0	36750	37350	37450	37450	37450	37500
LOWER QUARTILE	0	0	0	0	34300	33550	33350	33250	33250	34100
LOWER DECILE	0	0	0	0	29250	30000	30250	29900	27550	30200
MEAN	0	0	0	0	36850	38900	39200	39200	39200	39050
TOTAL NUMBER	1	0	4	11	28	27	34	32	42	179
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 179

TECHNOLOGY SCHOOLS. ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

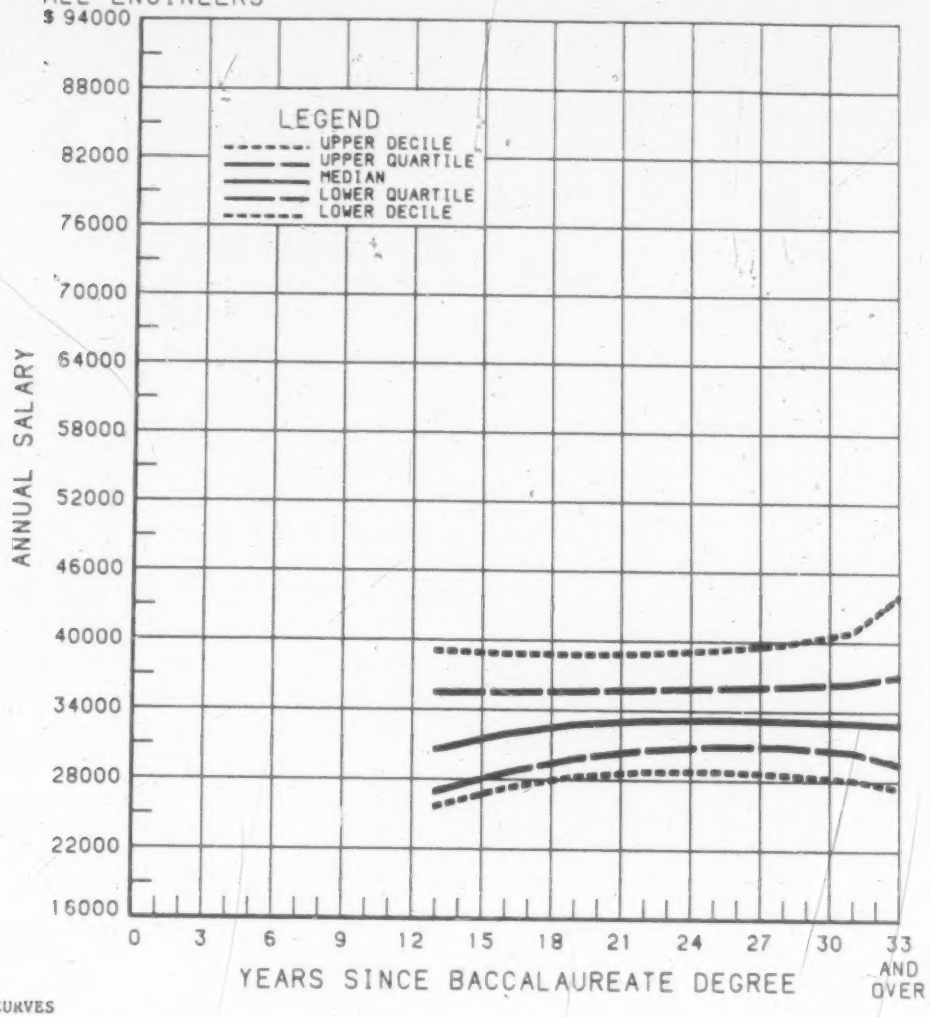
TECHNOLOGY SCHOOLS, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	40650	39450	38700	38350	38350	38700	39800	43800	40850
UPPER QUARTILE	0	35850	35550	35400	35350	35400	35500	35850	36850	35900
MEDIAN	0	31000	33050	32700	32600	32600	32600	32600	32600	32450
LOWER QUARTILE	0	27200	28850	30000	30650	30850	30700	30300	29450	29700
LOWER DECILE	0	25600	27100	28050	28450	28450	28200	27800	27200	27300
MEAN	0	31250	33600	33400	33350	33350	33350	33350	33350	33250
TOTAL NUMBER	4	16	19	31	24	22	15	20	32	184
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 184

TECHNOLOGY SCHOOLS, 9-10 MONTH, ASSOCIATE PROF
ALL ENGINEERS



SMOOTH CURVES

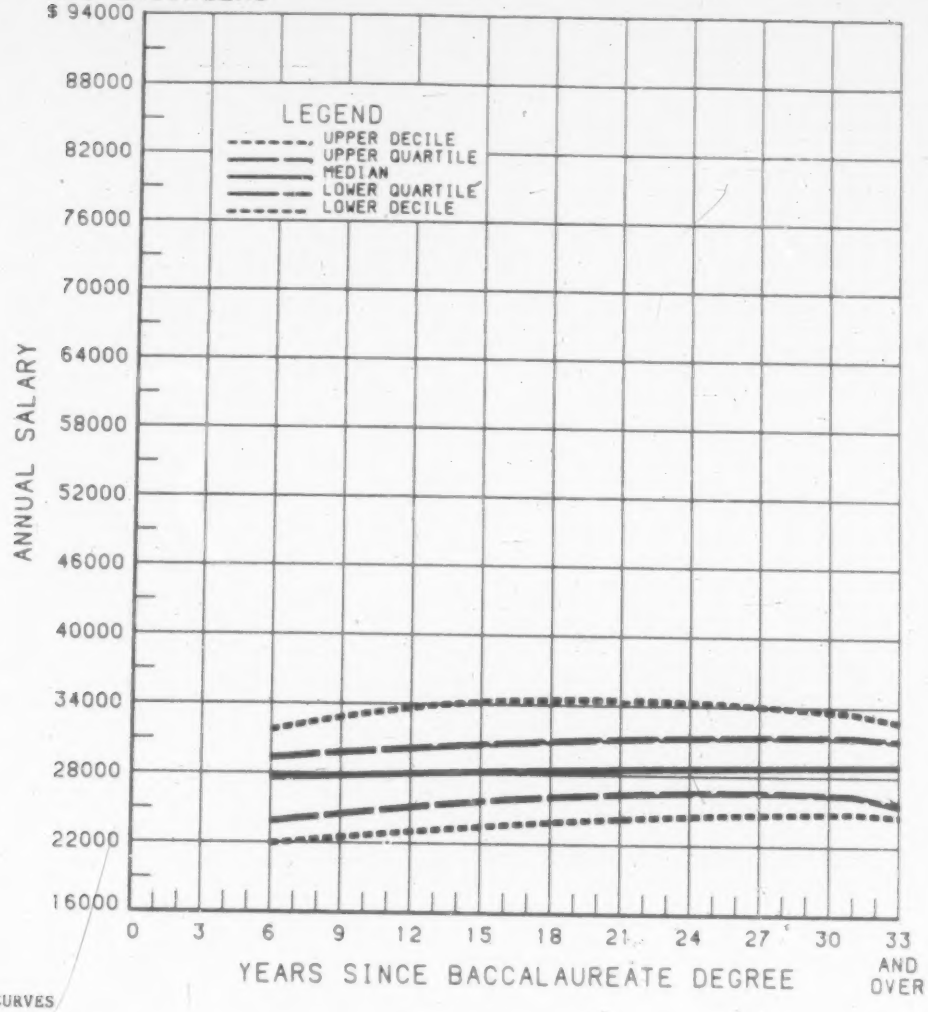
TECHNOLOGY SCHOOLS, 9-10 MONTH, ASSOCIATE PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	0	39050	38800	38750	38850	39200	39750	40850	43950	41550
UPPER QUARTILE	0	35450	35500	35600	35750	35900	36100	36400	37050	36100
MEDIAN	0	30500	31900	32750	33100	33200	33150	33000	32800	32650
LOWER QUARTILE	0	26900	28550	29800	30550	30900	30900	30450	29400	29550
LOWER DECILE	0	25600	27200	28250	28700	28750	28500	28050	27300	27300
MEAN	0	30700	33250	33600	33650	33700	33700	33700	33700	33400
TOTAL NUMBER	2	15	14	28	20	21	15	17	31	164
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 164

TECHNOLOGY SCHOOLS. ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

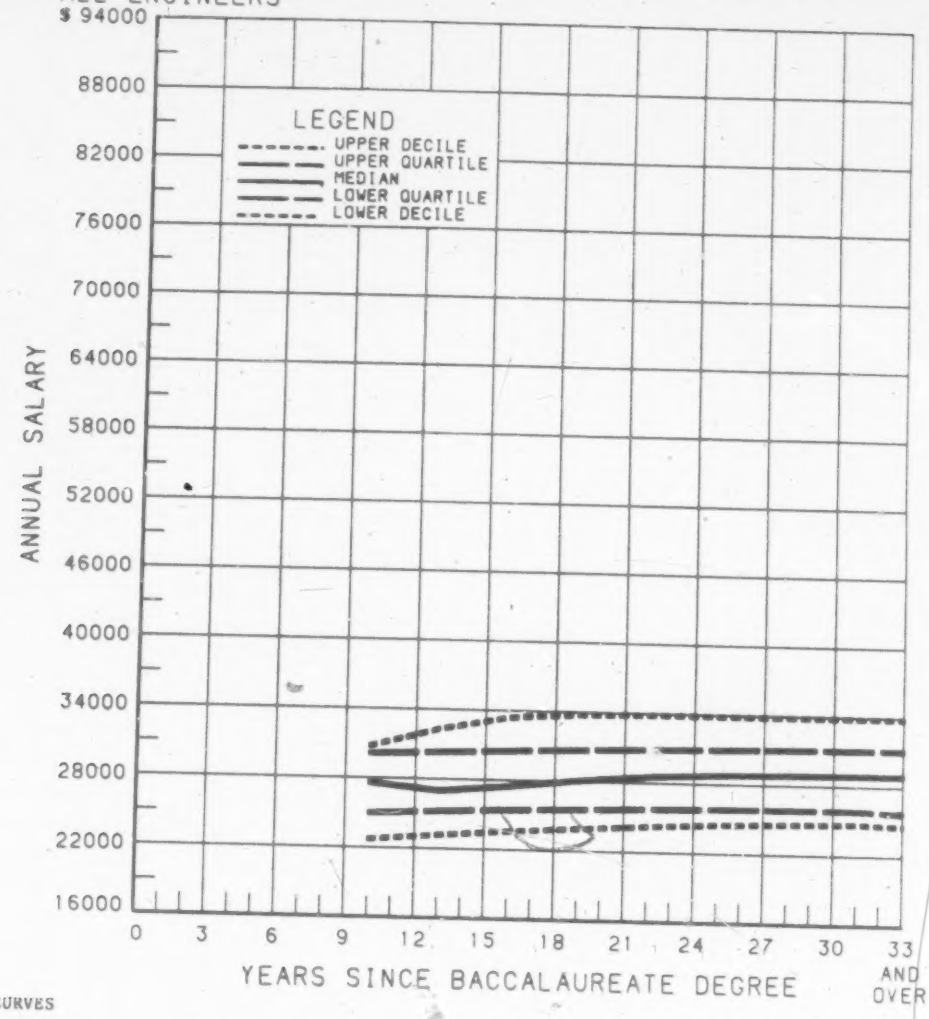
TECHNOLOGY SCHOOLS, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	31700	32100	32500
UPPER QUARTILE	0	0	0	0	0	0	29300	29450	29650
MEDIAN	0	0	0	0	0	0	27550	27650	27700
LOWER QUARTILE	0	0	0	0	0	0	23800	24050	24250
LOWER DECILE	0	0	0	0	0	0	21900	22100	22300
MEAN	0	0	0	0	0	0	27150	27300	27500
TOTAL NUMBER	0	1	2	3	1	4	7	5	5
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	33150	33900	34350	34500	34450	34250	33900	33450	32700	34050
UPPER QUARTILE	29900	30300	30650	30950	31150	31300	31400	31400	31100	30700
MEDIAN	27850	28050	28250	28400	28550	28650	28750	28850	28900	28250
LOWER QUARTILE	24700	25300	25800	26150	26400	26550	26550	26350	25500	25500
LOWER DECILE	22650	23150	23600	24000	24300	24550	24700	24800	24550	23200
MEAN	27850	28300	28650	28950	29150	29250	29300	29200	28600	28450
TOTAL NUMBER	14	26	36	21	13	20	17	14	20	209
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 209

TECHNOLOGY SCHOOLS, 9-10 MONTH, ASSISTANT PROF
ALL ENGINEERS



SMOOTH CURVES

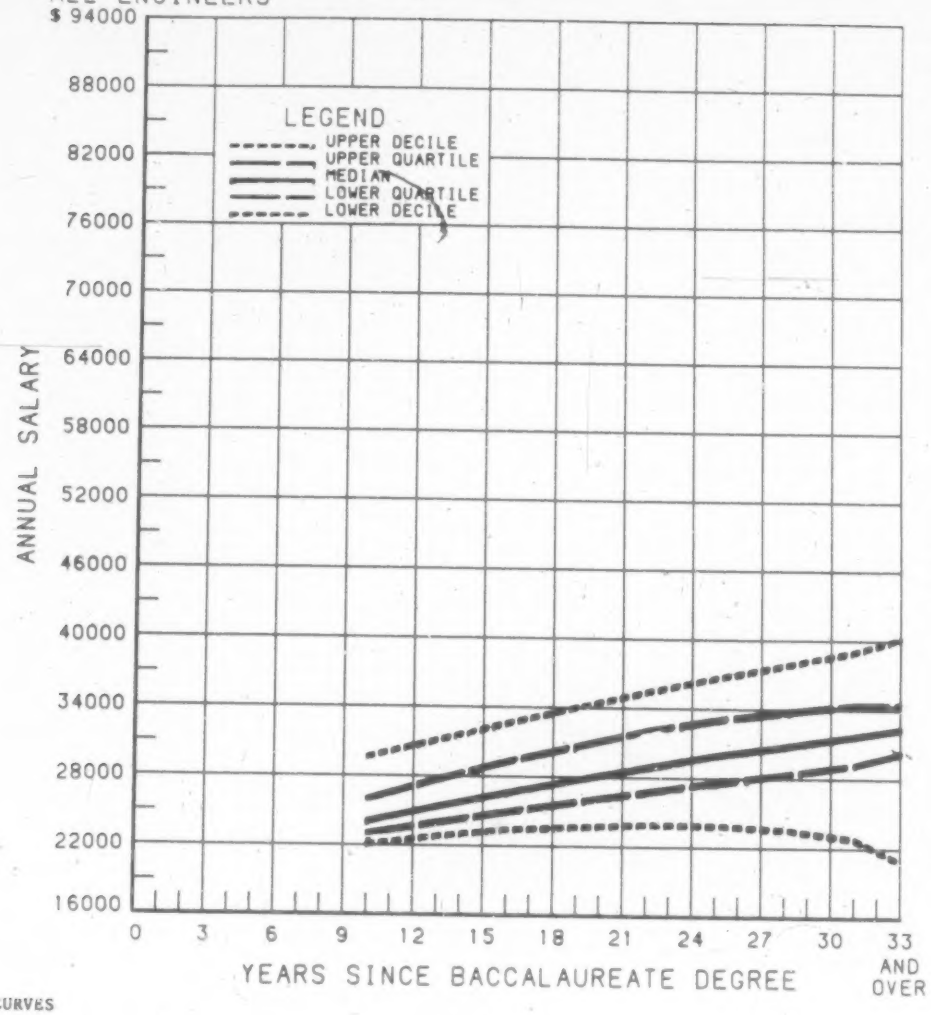
TECHNOLOGY SCHOOLS, 9-10 MONTH, ASSISTANT PROF

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	3	0	3	4	5	5
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	30750	32300	33400	33750	33850	33850	33850	33850	33850	33700
UPPER QUARTILE	30100	30300	30500	30700	30850	30950	31050	31100	31100	30600
MEDIAN	27350	26950	27450	28050	28500	28750	28850	28900	28900	28000
LOWER QUARTILE	24950	25200	25400	25550	25700	25800	25850	25850	25650	25100
LOWER DECILE	22700	23150	23550	23900	24200	24450	24600	24700	24550	23000
MEAN	28050	28250	28400	28550	28650	28700	28750	28750	28650	28150
TOTAL NUMBER	12	25	34	18	11	14	15	12	19	182
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 182

TECHNOLOGY SCHOOLS. INSTRUCTORS
ALL ENGINEERS



SMOOTH CURVES

TECHNOLOGY SCHOOLS, INSTRUCTORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	4	3	1	5	3	4	4
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	29600	31100	32600	0	35400	36650	37800	39000	40150	34500
UPPER QUARTILE	25950	27700	29300	0	32050	33050	33800	34400	34450	31550
MEDIAN	24050	25350	26600	0	28900	29950	30800	31700	32350	27100
LOWER QUARTILE	23000	24000	24950	0	26750	27600	28350	29200	30250	23750
LOWER DECILE	22050	22800	23400	0	23900	23850	23550	22800	20850	21150
MEAN	24800	26000	27200	0	29350	30250	31000	31750	32100	28000
TOTAL NUMBER	13	15	13	4	10	10	12	9	15	125
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 125

APPENDIX

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS IN EDUCATION – 1986

FORM A

Questionnaire Form for Assistant, Associate, or Full Professors

Please return BOTH Form A and Form B. **Unidentified returns cannot be included in the survey.** Confidentiality of your data is assured by the Engineering Manpower Commission.

1. If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( ) - _____

3. Please check type of institution:

- ☐ Engineering school, PhD granting.
- ☐ Engineering school, non-PhD granting.
- ☐ Technology or community school.
- ☐ Research unit.

BE SURE TO COMPLETE ALL THREE PAGES OF THIS FORM
RETURN BOTH FORMS A AND B BY APRIL 15, 1986 TO:

ENGINEERING MANPOWER COMMISSION
415 2ND STREET, N.E., WASHINGTON, D.C. 20002

PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS, BY ACADEMIC RANK

FORM A: for Assistant, Associate, and Full Professors

DEADLINE FOR RESPONSES: APRIL 15, 1986

These forms give the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row. Note that some brackets include a wider salary range than others. Separate sections are set aside for various academic ranks. FORM A covers assistant, associate, and full professors; FORM B covers instructors, administrative faculty, and researchers (or other non-teaching staff). Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1985 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1986 should be combined with that for 1985 graduates.

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. **Please indicate number of months included in the normal contract for each rank**, in the space at the top of each section of the form. **Do not report part-time employees, graduate students, adjunct faculty, etc.** Rates should be those in effect on February 1, 1986.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	ASSISTANT PROFESSOR Months on normal contract: ____	1985 (23)	1984 (24)	1983 (25)	1982 (26)	1981 (27)	1980 (28)	1979 (29)	1978 (30)	1977 (31)	1974–1976 (32-34)	1971–1973 (35-37)	1968–1970 (38-40)	1965–1967 (41-43)	1962–1964 (44-46)	1959–1961 (47-49)	1956–1958 (50-52)	1953–1955 (53-57)	UP TO 1952 (58+)
101	$69,000 & over																		
102	$64,000-68,999																		
103	$59,000-63,999																		
104	$54,000-58,999																		
105	$49,000-53,999																		
106	$44,000-48,999																		
107	$41,000-43,999																		
108	$38,000-40,999																		
109	$35,000-37,999																		
110	$32,000-34,999																		
111	$31,000-31,999																		
112	$30,000-30,999																		
113	$29,000-29,999																		
114	$28,000-28,999																		
115	$27,000-27,999																		
116	$26,000-26,999																		
117	$25,000-25,999																		
118	$24,000-24,999																		
119	$23,000-23,999																		
120	$22,000-22,999																		
121	$21,000-21,999																		
122	$20,000-20,999																		
123	$19,000-19,999																		
124	$18,000-18,999																		
125	$17,000-17,999																		
126	$16,000-16,999																		
127	Less than $16,000																		
	ASSOCIATE PROFESSOR. Months on normal contract: ____																		
201	$69,000 & over																		
202	$64,000-68,999																		
203	$59,000-63,999																		
204	$54,000-58,999																		
205	$49,000-53,999																		
206	$44,000-48,999																		
207	$41,000-43,999																		
208	$38,000-40,999																		
209	$35,000-37,999																		
210	$32,000-34,999																		
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212	$30,000-30,999																		
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219	$23,000-23,999																		
220	$22,000-22,999																		
221	$21,000-21,999																		
222	$20,000-20,999																		
223	$19,000-19,999																		
224	$18,000-18,999																		
225	$17,000-17,999																		
226	$16,000-16,999																		
227	Less than $16,000																		
	PROFESSOR. Months on normal contract: ____																		
301	$69,000 & over																		
302	$64,000-68,999																		
303	$59,000-63,999																		
304	$54,000-58,999																		
305	$49,000-53,999																		
306	$44,000-48,999																		
307	$41,000-43,999																		
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322	$20,000-20,999																		
323	$19,000-19,999																		
324	$18,000-18,999																		
325	$17,000-17,999																		
326	$16,000-16,999																		
327	Less than $16,000																		

NOTE: **Please use extra caution in filling in shaded areas.** Ordinarily no employees are reported in these portions of the form.

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS IN EDUCATION – 1986

FORM B

Questionnaire Form for Full-Time Instructors, Administrative Faculty, and Research or Other Non-Teaching Positions

Please return BOTH Form A and Form B. **Unidentified returns cannot be included in the survey.** Confidentiality of your data is assured by the Engineering Manpower Commission.

1. If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( ) - _____

3. Please check type of institution:

- ☐ Engineering school, PhD granting.
- ☐ Engineering school, non-PhD granting.
- ☐ Technology or community school.
- ☐ Research unit.

BE SURE TO COMPLETE ALL THREE PAGES OF THIS FORM
RETURN BOTH FORMS A AND B BY APRIL 15, 1986 TO:

ENGINEERING MANPOWER COMMISSION
415 2ND STREET, N. E., WASHINGTON, D.C. 20002

PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS, BY ACADEMIC RANK

FORM B: for Instructors (full-time only), Administrative Faculty, and Research & Other Non-teaching Positions

DEADLINE FOR RESPONSES: APRIL 15, 1986

These forms give the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row. Note that some brackets include a wider salary range than others. Separate sections are set aside for various academic ranks. FORM A covers assistant, associate, and full professors. FORM B covers instructors, administrative faculty, and researchers (or other non-teaching staff). Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1985 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1986 should be combined with that for 1985 graduates.

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. **Please indicate number of months included in the normal contract for each rank,** in the space at the top of each section of the form. **Do not report part-time employees, graduate students, adjunct faculty, etc.** Rates should be those in effect on February 1, 1986.

INSTRUCTORS

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	~~ASSISTANT PROFESSOR~~ Months on normal contract: ____	1985 (23)	1984 (24)	1983 (25)	1982 (26)	1981 (27)	1980 (28)	1979 (29)	1978 (30)	1977 (31)	1974–1976 (32-34)	1971–1973 (35-37)	1968–1970 (38-40)	1965–1967 (41-43)	1962–1964 (44-46)	1959–1961 (47-49)	1956–1958 (50-52)	1953–1955 (53-57)	UP TO 1952 (58+)
101	$69,000 & over																		
102	$64,000-68,999																		
103	$59,000-63,999																		
104	$54,000-58,999																		
105	$49,000-53,999																		
106	$44,000-48,999																		
107	$41,000-43,999																		
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123	$19,000-19,999																		
124	$18,000-18,999																		
125	$17,000-17,999																		
126	$16,000-16,999																		
127	Less than $16,000																		

ADMINISTRATORS

	~~ASSOCIATE PROFESSOR~~ Months on normal contract: ____																		
201	$69,000 & over																		
202	$64,000-68,999																		
203	$59,000-63,999																		
204	$54,000-58,999																		
205	$49,000-53,999																		
206	$44,000-48,999																		
207	$41,000-43,999																		
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220	$22,000-22,999																		
221	$21,000-21,999																		
222	$20,000-20,999																		
223	$19,000-19,999																		
224	$18,000-18,999																		
225	$17,000-17,999																		
226	$16,000-16,999																		
227	Less than $16,000																		

RESEARCHERS & NON-TEACHING FACULTY

	~~PROFESSOR~~ Months on normal contract: ____																		
301	$69,000 & over																		
302	$64,000-68,999																		
303	$59,000-63,999																		
304	$54,000-58,999																		
305	$49,000-53,999																		
306	$44,000-48,999																		
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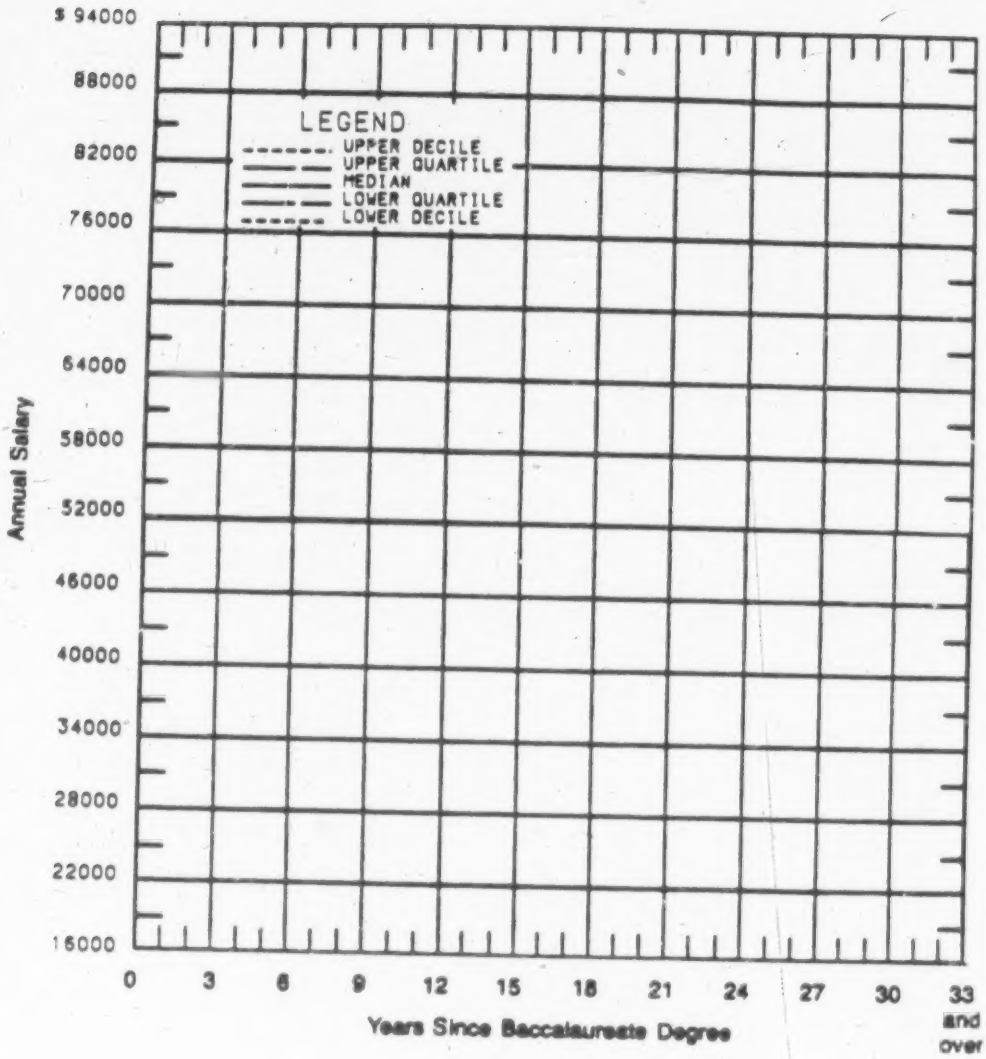
326	$16,000-16,999																		
327	Less than $16,000																		

NOTE: **Please use extra caution in filling in shaded areas.** Ordinarily no employees are reported in these portions of the form.


LEGEND
UPPER DECILE
UPPER QUARTILE
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Annual Salary
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33 and over
Years Since Baccalaureate Degree

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